



1997

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# Labour Statistics

Australia



Statistics

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## NOTES

### ABOUT THIS PUBLICATION

*Labour Statistics, Australia, 1997* presents a wide range of information, including time series statistics, on the Australian labour market. The publication aims to provide breadth rather than depth of information.

Most of the statistics in this publication relate to 1996. However, the statistics contained in this publication are generally the most recent available at the time of its preparation. More detailed, and in some cases more recent, statistics may be available in the specific publications of the ABS indicated at the bottom of each chart and table and listed in the bibliography at the end of each chapter. The contents pages preceding each chapter provide a guide to the broad subjects contained in each chapter.

### SOURCES OF LABOUR STATISTICS

The ABS draws from both household and employer-based surveys as well as administrative data to produce the wide range of labour market statistics currently available. Household surveys include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate large-scale household surveys.

The latest Australian Census of Population and Housing was conducted on 6 August 1996. It provides information about the labour force, including social and demographic characteristics and occupation and industry profiles.

For more information on the population survey program, see the *Directory of Labour Market and Social Survey Data* (1135.0). For more information on education and training, see *A Directory of Education and Training Statistics* (1136.0).

### SYMBOLS

The following symbols, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- . . not applicable
- n.p. not available for separate publication (but included in totals where applicable)
- nil or rounded to zero
- break in continuity of series
- \* subject to sampling variability too high for most practical uses
- p preliminary — figure or series subject to revision
- r figures or series revised since previous issue

### OTHER

Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Industry estimates are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) unless otherwise indicated. From August 1996, occupations in the Population Census and Labour Force surveys were classified according to the Australian Standard Classification of Occupations (ASCO) Second Edition 1996. The Survey of Employment and Unemployment Patterns, and Employee Earnings and Hours survey also used this new version of ASCO.

### INQUIRIES

For information about other ABS statistics and services, please refer to the back of this publication.

For further information about these statistics, contact Client Services on Canberra (02) 6252 6627.

## PREFACE

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, unemployment and underemployment; earnings and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics also are provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the Australian Bureau of Statistics (ABS), and providing a base for analysis and research on the labour market. It is also of value to those who want an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted.

The statistics shown generally relate to a reference point in 1996. More detailed, and in some cases, more recent, information is contained in the specific ABS publications indicated at the bottom of each chart or table and in lists of references at the end of each chapter. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

W McLennan  
Australian Statistician



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## INTRODUCTION

This chapter presents a brief summary of the more important population statistics which are relevant to the structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population-related factors which are included in the statistics presented include the composition of families and characteristics of migrants.

## POPULATION

The estimated resident population of Australia at 30 June 1996 was approximately 18.3 million, increasing by 0.2 million people over the previous year and by 2.3 million since 1986. This represents a growth rate of 1.4% between 1995 and 1996 and a 1.3% average annual growth rate from 1986 through to 1996.

Of the two components that affect population change, natural increase and net overseas migration, natural increase has been the predominant contributing factor over the past century.

**1.1**

## COMPONENTS OF POPULATION GROWTH

<i>Year ended 30 June</i>	<i>Population</i> '000	<i>Average annual growth rate</i>		
		<i>Natural increase</i>	<i>Net overseas migration</i>	<i>Total(a)</i>
		%	%	%
1991	17 284.0	0.8	0.5	1.3
1992	17 491.5	0.8	0.4	1.2
1993	17 661.7	0.8	0.2	1.0
1994	17 847.4	0.8	0.3	1.1
1995	18 063.3	0.7	0.5	1.2
1996	18 311.5	0.7	0.6	1.4

(a) Differences between the total growth rate and the sum of natural increase and net migration rates arise from retrospective adjustments (which are made after each Census) to compensate for any intercensal discrepancy.

Source: Australian Demographic Statistics (Cat. no. 3101.0).

Natural increase added 126,000 persons to the Australian population in 1995–96. This comprised 252,400 live births and 126,500 deaths. Compared to the previous year the level of natural increase declined by 3.4%. This decline can be attributed to the number of live births decreasing by 1.7% and the number of deaths increasing marginally.

Net overseas migration includes both permanent and long-term movements and category jumpers (persons who change their travel intentions from short-term to permanent or long-term or vice versa). The net gain from overseas migration during 1995–96 was 114,200, an increase of 42.6% over 1994–95 (80,100). Compared with 1994–95, net permanent and long-term movements increased from 93,000 to 109,700 (up by 18%) while category jumping rose from –12,900 to 4,500.

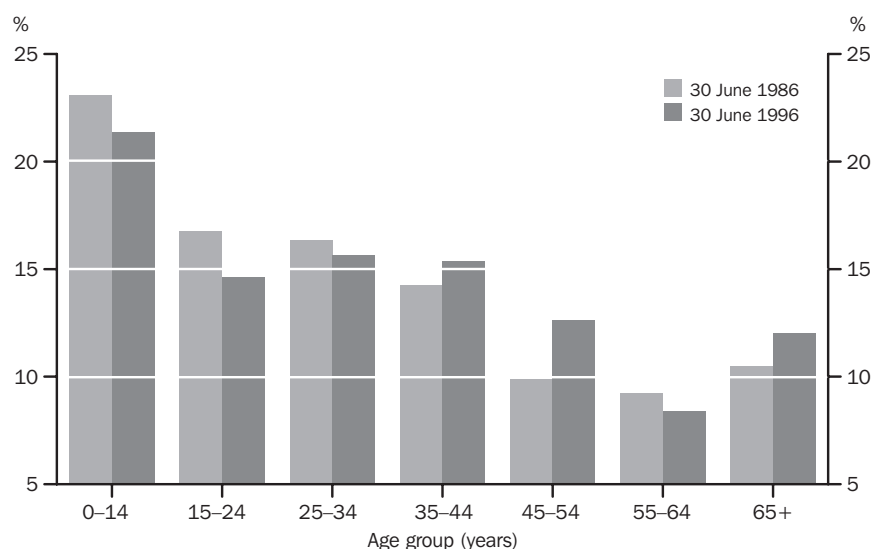
## POPULATION *continued*

### Age and sex

The median age of the Australian population has increased over the past decade, from 31.1 years in 1985–86 to 33.7 years in 1995–96. In 1993–94, the median age of Australia's population increased by a record high of 0.35 years. This can be explained by the 'baby boom' generation moving from being younger than the median age to being older than the median age. With the proportion of the population aged under 15 falling, and the proportion of the population in the older ages increasing, the median age is expected to continue to climb during the next fifty years.

At 30 June 1996, there were more people aged 25 years than any other age, with 308,000 people or 1.7% of the population. These people were born during 1970–71 when there were more births than in any other year in Australia's history. During the late 1960s increasing numbers of 'baby boom' women entered childbearing ages and with the total fertility rate relatively stable over this period the number of births increased. The next largest single year age was 35 years — 307,000 people who were born during 1960–61 when Australia experienced the highest total fertility rate in its history. There were 36,000 less births in 1961 than in 1971, but due to the impact of immigration, the numbers of people in Australia aged 25 and 35 are very similar.

## 1.2 ESTIMATED RESIDENT POPULATION, PERCENTAGE OF POPULATION



Source: Australian Demographic Statistics (Cat. no. 3101.0).

POPULATION *continued*Age and sex *continued*

Of the Australian population at the 30 June 1996, there were slightly more females than males, with a sex ratio of 99 (the number of males per 100 females). The sex ratio in each five-year age group under 20 years was around 105, declining to 99 among 35–44 year olds, before increasing again to 102 for 45–64 year olds. The sex ratio declined rapidly for those aged 60 years and above, reflecting women's greater longevity. For instance, among people aged 85 years and over the sex ratio was 43.

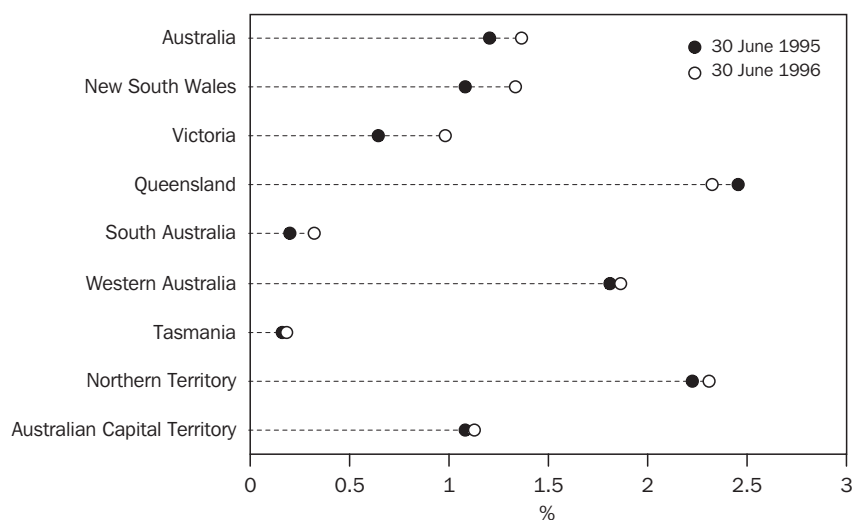
## State and Territory populations

At the 30 June 1996 over three quarters (77%) of Australia's population lived on the eastern seaboard — New South Wales (6.2 million or 34%), Victoria (4.6 million or 25%) and Queensland (3.4 million or 18%). These three States have had the largest populations throughout the century, however, among the smaller States and Territories the order of size has altered. The population of the Australian Capital Territory became larger than that of the Northern Territory in 1924 and Western Australia exceeded South Australia in 1982.

Between 1994–95 and 1995–96 Queensland (2.3%), the Northern Territory (2.3%), and Western Australia (1.9%) had population growth rates higher than the national average of 1.4%. New South Wales' growth rate (1.3%) was slightly lower than the national average, as was Victoria's (1.0%) and the Australian Capital Territory's (1.1%). South Australia (0.3%) and Tasmania (0.2%) had the lowest growth rates.

**1.3**

## POPULATION GROWTH RATE



Source: Australian Demographic Statistics (Cat. no. 3101.0).

POPULATION *continued*

State and Territory populations *continued*

There are three components that affect State/Territory and regional growth and distribution. They are: natural increase, overseas migration and internal (interstate and intrastate) migration. Much of the migration from one State to another is matched by movements in the reverse direction, but in some cases the migration flows are unbalanced resulting in a net gain or loss of population for a State or Territory. During the five years to 1995–96, Queensland (1.5%), Western Australia (0.1%) and the Australian Capital Territory (0.2%) experienced growth from interstate migration. The remaining States/Territories averaged population loss due to interstate migration.

South Australia has the oldest age profile of any State/Territory, with the median age being 35.5 years, a year more than Tasmania and New South Wales. The Northern Territory (28.5 years) and the Australian Capital Territory (30.9 years) have the youngest age profile.

The Northern Territory and Western Australia were the only State and Territory to have more males than females at 30 June 1996, with sex ratios of 111 and 101 respectively. New South Wales, like Australia as a whole, had more females than males, with a sex ratio of 99. Queensland had an equal proportion of males and females. The remaining States and Territories had a ratio of 98.

## 1.4

### AVERAGE ANNUAL POPULATION GROWTH RATE, FIVE YEARS ENDED 30 JUNE

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust
	%	%	%	%	%	%	%	%	%
1991									
Natural increase	0.77	0.76	0.85	0.62	1.04	0.72	1.69	1.24	0.81
Net migration									
Overseas	0.94	0.79	0.59	0.42	1.2	0.16	0.58	0.43	0.79
Interstate	-0.42	-0.3	1.21	-0.06	0.23	0.02	-0.93	0.62	..
Total	0.54	0.5	1.77	0.36	1.42	0.18	-0.33	1.04	0.79
<b>Total</b>	<b>1.29</b>	<b>1.22</b>	<b>2.44</b>	<b>0.91</b>	<b>2.32</b>	<b>0.89</b>	<b>1.39</b>	<b>2.25</b>	<b>1.53</b>
1996									
Natural increase	0.72	0.71	0.85	0.55	0.88	0.63	1.68	1.13	0.76
Net migration									
Overseas	0.52	0.38	0.28	0.19	0.52	0.05	0.31	-0.02	0.39
Interstate	-0.27	-0.56	1.46	-0.29	0.13	-0.41	-0.58	0.17	..
Total	0.25	-0.17	1.73	-0.11	0.65	-0.36	-0.26	0.16	0.39
<b>Total</b>	<b>0.97</b>	<b>0.54</b>	<b>2.53</b>	<b>0.45</b>	<b>1.5</b>	<b>0.28</b>	<b>1.44</b>	<b>1.23</b>	<b>1.14</b>

Source: Australian Demographic Statistics (Cat. no. 3101.0).

POPULATION *continued*

## Features of the Australian population

The 1996 Census of Population and Housing (Table 1.5) revealed that there were 11.9 million persons aged 15–64 years in Australia. Indigenous people accounted for 1.7% of the population aged 15–64 years. The greatest proportion of Indigenous people was in the 15–24 year age group.

Many people (42.7% of males and 42.3% of females) were born overseas, or had at least one parent who was born overseas. Of those born overseas, most were not from main English speaking countries. The majority (25.2%) of overseas born males was in the 45–54 years age group, whereas the majority (26.0%) of overseas born females was in the 35–44 years age group.

The Census asked people whose main language spoken at home was not English to rate their proficiency in the latter. In each age group, males rated their English proficiency more highly than females of the same age group. These ratings fell with age, however, and fell more rapidly for females. For example, of 15–24 year old males who spoke a language other than English at home, 93.4% spoke English well or very well. Of 15–24 year old females who spoke a language other than English at home, 91.9% spoke English well or very well. In contrast, the corresponding proportions for 55–64 year old males and 55–64 year old females were 74.7% and 64.8% respectively.

Of persons aged 15–64 years, males had higher incomes than females, on average. Many more males than females had an income of \$52,000 or more, and a much higher proportion of males (33.7%) than females (13.7%) had an income above \$31,200. However, the distribution of income was similar for 15–24 year old males and females. The age group 55–64 years had lower incomes compared to the peak age group of 35–54 years. Males in the 55–64 year age group tended to earn more than their 15–24 year old counterparts.

The proportion of students who were full-time was highest in the 15–24 year age group (84.6%), but dropped to 31.5% for 25–34 year olds. Part-time participation in education predominated in all age groups between 25–64 years of age. Although there were more part-time male students in the 15–24 years age group than in any other age group, there were more part-time females studying in the 25–34 years age group.

The 1996 Census of Population and Housing revealed that participation in post-school education declined with age. There were about 52,000 more females than males at university, and females predominated in every age group. This was also the situation at other educational institutions and TAFE, except in the 15–24 year age group in TAFE. There were 118,500 males aged 15–24 years in TAFE, compared to 90,400 females in that age group. As a result, males slightly outnumbered females in TAFE (by 8,200).

# 1.5

## CHARACTERISTICS OF PERSONS AGED 15-64, AUGUST 1996

	15-24	25-34	35-44	45-54	55-64	Total
	'000	'000	'000	'000	'000	'000
MALES						
Indigenous status						
Indigenous	33.6	27.0	19.4	11.7	6.0	97.6
Non-Indigenous	1 236.1	1 293.2	1 292.9	1 087.9	716.2	5 626.3
Born overseas						
Main English speaking country	63.2	128.4	154.9	161.9	103.6	612.1
Non-main English speaking country	130.3	177.6	221.3	225.9	170.6	925.6
Born in Australia, but one or both parents born overseas	344.4	287.5	180.9	101.6	84.4	998.8
English proficiency(a)						
Speaks English well or very well	195.5	193.8	170.9	137.3	101.4	798.9
Speaks English poorly or not at all	13.9	24.5	31.8	29.6	34.3	134.2
Income						
Nil or negative	222.1	30.0	26.4	29.5	24.6	332.6
\$1-6 239	233.4	25.3	26.1	26.7	29.1	340.6
\$6 240-15 599	311.3	224.6	209.0	197.2	271.3	1 213.3
\$15 600-31 199	332.2	501.5	408.8	336.1	209.4	1 788.0
\$31 200-51 999	75.8	382.9	402.7	298.0	113.6	1 273.1
\$52 000-77 999	6.9	90.0	140.5	117.6	36.3	391.4
\$78 000 or more	2.4	32.0	71.5	71.1	24.5	201.5
Student status						
Full-time	502.6	47.4	19.5	7.2	2.6	579.2
Part-time	104.8	98.6	67.9	27.6	7.0	306.0
Type of educational institution attending						
Secondary school	302.2	1.8	1.2	0.8	0.5	306.6
TAFE	118.5	53.6	34.4	14.0	3.9	224.5
University	155.8	74.5	41.5	14.7	2.6	289.0
Other educational institution	12.3	12.5	7.7	3.7	1.6	37.8
Not attending any educational institution	652.0	1 160.9	1 210.3	1 052.7	701.0	4 776.9
Total(b)	1 321.4	1 371.4	1 356.6	1 136.8	751.0	5 937.2

(a) Only asked of people who don't speak English at home.

(b) The 'total' row includes overseas visitors and non-respondents to each data item.

...continued



## 1.5

CHARACTERISTICS OF PERSONS AGED 15–64, AUGUST 1996 — *continued*

	15–24	25–34	35–44	45–54	55–64	Total
	'000	'000	'000	'000	'000	'000
FEMALES						
Indigenous status						
Indigenous	34.0	30.1	21.3	12.4	6.8	104.6
Non-Indigenous	1 201.9	1 324.1	1 329.6	1 071.9	708.2	5 635.7
Born overseas						
Main English speaking country	61.4	130.5	153.4	146.5	94.5	586.1
Non-main English speaking country	130.2	193.4	241.1	216.9	150.7	932.2
Born in Australia, but one or both parents born overseas	334.9	288.1	181.4	102.2	89.0	995.6
English proficiency(a)						
Speaks English well or very well	186.5	194.2	177.1	131.8	85.8	775.4
Speaks English poorly or not at all	16.4	33.1	44.9	39.8	46.7	180.9
Income						
Nil or negative	208.5	79.9	87.4	111.4	64.5	551.6
\$1–6 239	281.7	187.4	167.4	86.9	64.0	787.4
\$6 240–15 599	336.4	349.8	377.7	332.6	391.0	1 787.5
\$15 600–31 199	299.7	456.0	440.3	334.2	123.5	1 653.6
\$31 200–51 999	39.3	209.8	195.8	151.3	40.7	636.8
\$52 000–77 999	1.6	25.6	29.6	23.2	7.2	87.3
\$78 000 or more	1.0	7.9	13.1	9.9	3.7	35.6
Student status						
Full-time	533.3	47.6	25.1	9.4	2.5	617.9
Part-time	84.2	108.0	87.9	41.6	9.3	330.9
Type of educational institution attending						
Secondary school	303.0	2.1	2.0	1.0	0.5	308.6
TAFE	90.4	55.5	46.0	20.1	4.5	216.3
University	189.4	76.3	49.9	21.9	3.4	341.0
Other educational institution	17.1	17.2	11.7	6.1	2.4	54.5
Not attending any educational institution	612.4	1 187.0	1 223.1	1 021.7	691.3	4 735.4
Total(b)	1 287.6	1 398.0	1 388.9	1 117.5	745.9	5 938.0

(a) Only asked of people who don't speak English at home.

(b) The 'total' row includes overseas visitors and non-respondents to each data item.

Source: ABS, unpublished 1996 Census data.

## LABOUR FORCE PROJECTIONS

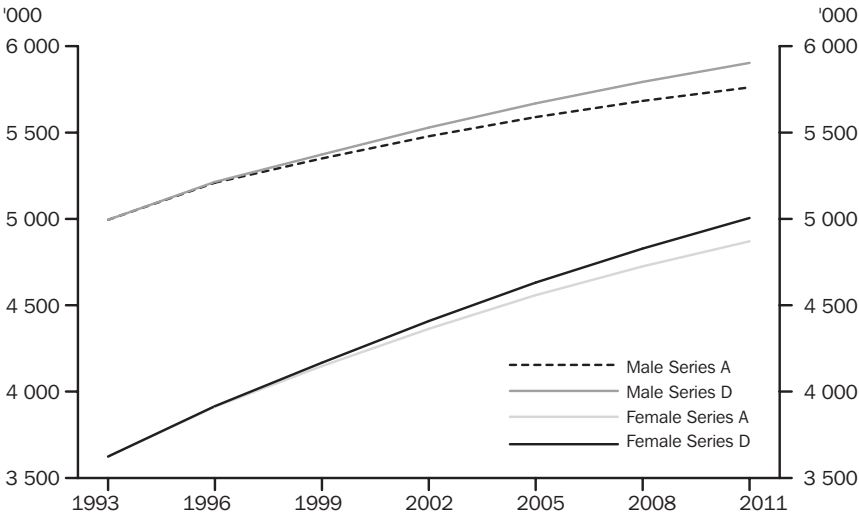
Projections of the civilian labour force and labour force participation rates, based on a study of seasonally adjusted labour force participation rates up to August 1993 together with the Series A and D population projections, were published in *Labour Force Projections, Australia 1995–2011* (Cat no. 6260.0). The labour force projections illustrate the size and composition of the future Australian civilian labour force which would be achieved if the underlying assumptions were realised.

The civilian labour force is projected to grow from 8.6 million persons in 1993 to between 10.6 million (Series A) and 10.9 million (Series D) persons in the year 2011 (see graph 1.6). A labour force numbering 10.6 million in 2011 equates to an average growth rate of 1.2% per annum during the period 1993 to 2011. The annual growth rate of the labour force is projected to decline gradually, from 1.3% in the year to June 1996 to 0.6% in the year to June 2011. For Series A, the number of males in the labour force is projected to be 5.8 million in 2011 with an average annual growth rate of 0.8% between 1993 and 2011. For females, the projected labour force in 2011 is 4.9 million, representing an average annual rate of growth of 1.7% over the previous eighteen years. These results would shift the male/female ratio of the labour force from 58:42 in 1993 to 54:46 in 2011.

The labour force projections show a changing age structure for the labour force. Persons aged 15 to 24 represent a declining proportion of the total labour force, falling from 21.8% in 1993 to 17.8% in 2011. Persons in the older age groups are projected to contribute a larger share of the labour force. The 45–54 age group is projected to grow from 18.5% in 1993 to 22.9% in 2011, while the 55–64 age group is projected to grow from 7.4% of the labour force to 10.8% over the same period.

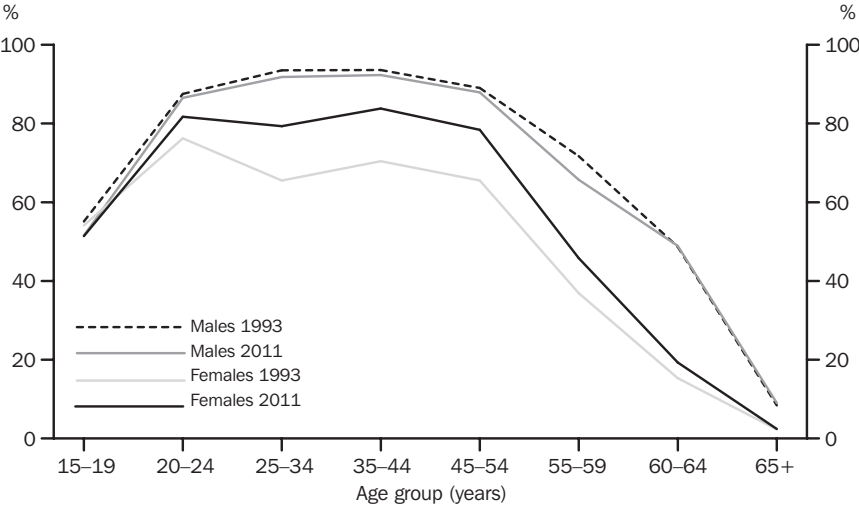
Male participation rates are projected to fall from 73.7% in 1993 to 69.2% in 2011 and the female participation rate is estimated to grow by 5 percentage points, from 51.8% to 56.8%. The increase in female participation reflects the projected rise in participation rates for females aged 20–59. The overall projected participation rate for males is influenced as a result of the changing age structure of the population projections as well as the declining participation rates for each age group (see graph 1.7).

**1.6** CIVILIAN LABOUR FORCE PROJECTIONS



Source: Labour Force Projections, Australia, 1995–2011 (Cat. no. 6260.0).

**1.7** LABOUR FORCE PARTICIPATION RATES, 1996



Source: Labour Force Projections, Australia, 1995–2011 (Cat. no. 6260.0).

## MIGRATION

Of all the components of population change, net migration is the most volatile. While natural increase changes slowly over time, net migration (both overseas and interstate) can change rapidly within a short period. Analysis of net migration gives an indication of the extent of population changes within States and Territories as well as consequent social and economic impacts.

### Overseas migration

Net overseas migration is the difference between the number of permanent (settler) and long-term overseas arrivals and the number of permanent and long-term departures of Australian residents (including former settlers) and overseas visitors. It includes an adjustment for the net effect of category jumping, to reflect changes in persons' travel intentions from short-term to long-term and vice versa.

After a decline in the early 1990s, Australia's net overseas migration increased to 114,170 during 1995–96. Although this is the highest level of net overseas migration the country has experienced since 1990 (124,650), it is lower than the 1989 peak of 157,440.

## 1.8 COMPONENTS OF NET OVERSEAS MIGRATION GAIN

Year ended 30 June	Permanent			Long-term			Category jumping(a)	Net overseas migration
	Arrivals	Departures	Net	Arrivals	Departures	Net		
	no.	no.	no.	no.	no.	no.	no.	no.
1991	121 690	31 130	90 560	114 710	110 510	4 200	–8 330	<b>86 430</b>
1992	107 390	29 120	78 270	126 780	115 160	11 620	–20 890	<b>69 000</b>
1993	76 330	27 910	48 430	127 440	113 190	14 250	–32 210	<b>30 460</b>
1994	69 770	27 280	42 490	137 600	112 710	24 890	–20 620	<b>46 760</b>
1995	87 430	26 950	60 480	151 100	118 530	32 560	–12 920	<b>80 130</b>
1996p	99 140	28 670	70 470	163 580	124 390	39 190	4 510	<b>114 170</b>

(a) An adjustment for the effect of persons whose travel intentions changed from short-term to permanent/long-term or vice versa.

Source: Migration, Australia (Cat. no. 3412.0).

There were high numbers of permanent and long term overseas arrivals in the late 1980s and early 1990s with a peak of 249,880 in 1988–89. After falling to 203,770 in 1992–93, permanent and long-term arrivals rose to 262,720 in 1995–96. Between 1994–95 and 1995–96, permanent and long-term arrivals increased by 13.4% and 8.3% respectively. Permanent and long-term departures also increased by 6.4% and 4.9% during these years.

MIGRATION *continued*Overseas migration *continued*

After a fall in the early 1980s (concurrent with an increase in Australian unemployment), the proportion of the net permanent and long-term gain in people of working age (15–64) remained at about 70% between 1984–85 and 1991–92. This proportion then rose to 73.7% in 1992–93 and increased further to 76.6% in 1993–94. The proportion of persons of working age did not change significantly from this level in either 1994–95 or 1995–96 (see table 1.11 and graph 1.12).

**1.9**

## PERMANENT AND LONG-TERM OVERSEAS ARRIVALS(a), YEAR ENDED 30 JUNE

	1991	1992	1993	1994	1995	1996
Age group (years)	no.	no.	no.	no.	no.	no.
MALES						
0–4	9 090	8 900	7 140	6 830	7 790	7 870
5–14	15 800	15 480	11 730	11 510	13 020	14 320
15–24	23 890	24 100	22 500	23 590	26 190	30 300
25–34	34 530	34 240	29 940	29 890	33 160	33 530
35–44	21 160	20 070	17 140	17 360	19 530	20 980
45–64	13 090	12 760	12 160	12 990	14 240	16 580
65+	3 030	2 610	2 590	2 660	2 910	3 620
<i>All ages</i>	120 570	118 160	103 190	104 820	116 850	127 200
FEMALES						
0–4	8 570	8 560	6 790	6 540	7 860	7 740
5–14	14 760	14 470	11 090	10 790	13 000	14 780
15–24	26 600	26 850	25 450	26 800	31 580	36 260
25–34	34 610	35 520	30 510	30 850	36 310	38 720
35–44	16 420	16 890	13 850	14 250	17 200	19 270
45–64	11 220	10 540	9 990	10 320	12 340	14 770
65+	3 650	3 180	2 900	3 010	3 390	3 990
<i>All ages</i>	115 830	116 010	100 580	102 540	121 680	135 520
PERSONS						
0–4	17 660	17 450	13 930	13 370	15 640	15 620
5–14	30 570	29 950	22 820	22 300	26 030	29 110
15–24	50 490	50 950	47 940	50 380	57 770	66 550
25–34	69 140	69 760	60 450	60 730	69 470	72 240
35–44	37 570	36 960	30 990	31 600	36 730	40 240
45–64	24 310	23 300	22 150	23 310	26 580	31 350
65+	6 670	5 790	5 490	5 670	6 300	7 610
<b>All ages</b>	<b>236 400</b>	234 170	203 770	207 370	238 520	262 720

(a) Excludes category jumping adjustment.

Source: Australian Demographic Statistics (Cat. no. 3101.0).

# 1.10 PERMANENT AND LONG-TERM OVERSEAS DEPARTURES(a), YEAR ENDED 30 JUNE

	1991	1992	1993	1994	1995	1996
Age group (years)	no.	no.	no.	no.	no.	no.
MALES						
0-4	5 080	4 890	4 720	4 480	4 510	4 510
5-14	6 770	6 560	6 430	6 410	6 400	6 310
15-24	14 970	15 420	14 750	14 350	14 450	15 360
25-34	23 970	24 300	23 530	22 310	22 070	23 440
35-44	13 340	13 150	13 290	13 280	12 900	13 660
45-64	8 850	9 260	9 050	9 610	9 740	10 140
65+	1 850	1 930	1 860	1 950	1 780	2 030
All ages	74 820	75 520	73 620	72 390	71 860	75 450
FEMALES						
0-4	4 820	4 690	4 520	4 340	4 650	4 920
5-14	6 600	6 300	6 100	6 280	6 460	6 730
15-24	16 390	17 160	16 490	16 530	18 130	19 470
25-34	20 810	21 410	21 130	21 020	22 970	24 420
35-44	9 420	9 990	10 000	10 060	11 040	11 300
45-64	6 640	7 050	7 140	7 280	8 160	8 470
65+	2 140	2 170	2 110	2 090	2 210	2 280
All ages	66 820	68 760	67 480	67 600	73 620	77 600
PERSONS						
0-4	9 900	9 580	9 250	8 820	9 170	9 430
5-14	13 380	12 860	12 520	12 690	12 860	13 040
15-24	31 360	32 580	31 230	30 880	32 580	34 840
25-34	44 780	45 710	44 660	43 330	45 050	47 860
35-44	22 760	23 140	23 280	23 330	23 940	24 960
45-64	15 490	16 310	16 190	16 890	17 900	18 610
65+	3 990	4 100	3 960	4 050	3 990	4 320
All ages	141 640	144 280	141 100	139 990	145 480	153 060

(a) Excludes category jumping adjustment.

Source: Australian Demographic Statistics (Cat. no. 3101.0).



# 1.11

## NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT(a), YEAR ENDED 30 JUNE

	1991	1992	1993	1994	1995	1996
Age group (years)	no.	no.	no.	no.	no.	no.
MALES						
0-4	4 010	2 420	2 420	2 350	3 270	3 360
5-14	9 030	8 910	5 310	5 100	6 620	8 020
15-24	8 920	8 690	7 750	9 240	11 740	14 930
25-34	10 560	9 940	6 410	7 580	11 090	10 090
35-44	7 820	6 920	3 850	4 080	6 630	7 320
45-64	4 240	3 490	3 110	3 380	4 500	6 440
65+	1 180	680	730	710	1 130	1 590
All ages	45 750	42 640	29 570	32 430	44 980	51 740
FEMALES						
0-4	3 750	3 870	2 270	2 200	3 200	2 830
5-14	8 160	8 170	4 990	4 510	6 540	8 050
15-24	10 210	9 690	8 960	10 270	13 450	16 780
25-34	13 800	14 110	9 380	9 830	13 340	14 290
34-44	7 000	6 900	3 850	4 190	6 160	7 960
45-64	4 580	3 490	2 850	3 040	4 180	6 300
65+	1 510	1 020	800	910	1 180	1 700
All ages	49 010	47 250	33 100	34 950	48 060	57 920
PERSONS						
0-4	7 760	7 870	4 680	4 550	6 480	6 190
5-14	17 190	17 090	10 300	9 610	13 160	16 060
15-24	19 130	18 370	16 710	19 500	25 190	31 720
25-34	24 360	24 050	15 790	17 410	24 430	24 390
35-44	14 820	13 820	7 700	8 270	12 800	15 280
45-64	8 820	6 990	5 960	6 420	8 680	12 740
65+	2 680	1 700	1 520	1 620	2 310	3 290
All ages	94 760	89 890	62 670	67 380	93 040	109 660

(a) Excludes category jumping adjustment.

Source: Australian Demographic Statistics (Cat. no. 3101.0).

## 1.12

NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT(a),  
YEAR ENDED 30 JUNE



(a) Excludes 'category jumping' adjustment.

Source: Australian Demographic Statistics (Cat no. 3101.0).

During the year 1995–96 there were 99,140 settler arrivals in Australia, an increase of 13.4% on the previous year. This was the highest intake since 1991–92 (107,400), but was still well short of the peak of 145,320 experienced in 1988–89. Lower planning levels (under the government migration program) set for 1996–97 should lead to a fall in the total intake of permanent arrivals in the future, despite rising numbers of migrants from New Zealand who enter under the Trans Tasman Travel Arrangement.

In 1995–96, New Zealand overtook the United Kingdom as the major source country of settlers, providing 12.4% of the total. Persons born in the United Kingdom and China also formed large proportions of settler arrivals (11.4% and 11.3% respectively). The fourth largest group of settlers were persons from the Former Yugoslav Republics (7.8%), many of whom arrived under the Humanitarian program. Other countries within Europe and the former USSR provided 7.6% of settlers, while Southeast Asian countries provided 13.3%. Southern Asian and Northeast Asian countries (other than China) provided 7.8% and 7.5% of settlers, respectively.

## 1.13 PERMANENT ARRIVALS (SETTLERS), COUNTRY OF BIRTH, YEAR ENDED 30 JUNE

	1994	1995	1996
	no.	no.	no.
MAJOR GROUP			
Oceania and Antarctica	10 200	13 590	16 230
Europe and the Former USSR	20 470	25 520	26 460
Middle East and North Africa	4 830	7 150	7 610
Southeast Asia	14 240	14 860	13 150
Northeast Asia	8 050	9 900	18 670
Southern Asia	5 480	7 620	7 710
The Americas	3 160	3 910	3 820
Africa (excluding North Africa)	3 250	4 860	5 440
<b>Total(a)</b>	<b>69 770</b>	<b>87 430</b>	<b>99 140</b>
SELECTED SOURCE COUNTRIES			
China	2 740	3 710	11 250
Fiji	1 320	1 500	1 710
Former USSR and Baltic States	1 950	2 340	1 680
Former Yugoslav Republics(b)	4 850	6 670	7 700
Hong Kong	3 330	4 140	4 360
India	2 640	3 910	3 700
New Zealand	7 770	10 500	12 270
Philippines	4 180	4 120	3 230
South Africa	1 650	2 790	3 190
Sri Lanka	1 430	1 950	1 950
United Kingdom	8 960	10 690	11 270
United States of America	1 370	1 770	1 630
Viet Nam	5 430	5 100	3 570

(a) Includes other and not stated.

(b) Includes Bosnia-Herzegovina, Croatia, Former Yugoslav Republic of Macedonia, Slovenia, and the former Yugoslav Republics of Serbia and Montenegro. Also included in this category are settlers who stated their birthplace to be Yugoslavia.

Source: Overseas Arrivals and Departures, Australia (Cat. no. 3401.0).

### Internal migration

The movement of people within and between regions is an important determinant of Australia's population distribution. During the year ended 30 June 1996, all States and Territories experienced a net migration gain except South Australia (net loss of 2,120) and Tasmania (net loss of 2,230).

## 1.14 COMPONENTS OF NET MIGRATION, 1995-96

State/Territory	Net interstate migration	Net overseas migration	Net migration gain
New South Wales	-15 680	52 080	<b>36 400</b>
Victoria	-16 360	28 150	<b>11 790</b>
Queensland	37 520	14 520	<b>52 040</b>
South Australia	-6 240	4 120	<b>-2 120</b>
Western Australia	3 830	13 520	<b>17 350</b>
Tasmania	-2 730	500	<b>-2 230</b>
Northern Territory	120	640	<b>760</b>
Australian Capital Territory	-460	650	<b>180</b>

Source: Migration, Australia (Cat. no. 3412.0).

## MIGRATION *continued*

### Internal migration *continued*

Levels of interstate migration can be affected by differences between State and Territory economies, as well as by the number of permanent and long-term overseas arrivals, whose mobility rates in Australia are fairly high. At the national level, there were 365,920 interstate movements during 1995–96. Since each of these movements consists of a departure and an arrival, the population turnover was 731,840, or 4% of the estimated resident population. At the State and Territory level, the largest interstate population turnover was 21.3% for the Northern Territory, five times the national average.

The second largest population turnover was in the Australian Capital Territory (12.6%) and reflects the large number of Commonwealth Public Service and Defence transfers into and out of the Territory. Queensland had the third largest population turnover in 1995–96 (6%), indicating that even when its relatively large population base is taken into account, Queensland experiences considerable interstate mobility.

Victoria (2.9%) and New South Wales (3.1%) had the lowest population turnovers indicating that, despite recording the largest numbers of total interstate movements, they experience relatively low interstate mobility in relation to their total population size and in relation to other States and Territories.

## 1.15 POPULATION TURNOVER, 1995–96

*Population turnover*

<i>State/Territory</i>	<i>no.</i>	<i>%(a)</i>
New South Wales	191 390	3.1
Victoria	130 460	2.9
Queensland	189 470	5.7
South Australia	58 010	3.9
Western Australia	62 550	3.5
Tasmania	23 880	5.0
Northern Territory	37 590	21.3
Australian Capital Territory	38 480	12.6
<b>Australia</b>	<b>731 840</b>	<b>4.0</b>

(a) Percentage of the resident population of that State/Territory at 31 December 1995.

Source: *Migration, Australia* (Cat. no. 3412.0).

## LABOUR FORCE STATUS AND OTHER CHARACTERISTICS OF MIGRANTS

In November 1996, the civilian population aged 15 years and over was 14,442,300 persons. Of these persons, 26.6% were born outside Australia. In this section, persons born outside Australia who had arrived after 1970, were aged 18 years and over and had obtained permanent resident status are referred to simply as 'migrants'. There were 1,449,900 such migrants, 10.0% of the civilian population aged 15 years and over in November 1996. Of these, 891,000 were employed, 95,500 were unemployed and 463,400 were not in the labour force.

Migrants were classified separately according to whether they were the principal applicant, the partner of the principal applicant or had migrated from New Zealand. Further categories focused on whether the principal applicant was sponsored, unsponsored or a refugee.

In November 1996, 13.3% of migrants arrived from New Zealand, 52.1% of migrants were principal applicants and 23.0% arrived as partners of principal applicants.

Of the 755,500 principal applicants, 4.7% were refugees, 48.0% were sponsored and 47.3% were unsponsored. Males made up 64.0% of principal applicants.

Most of the sponsored principal applicants (82.9%) were sponsored by family members. Employers sponsored 8.6%, and other persons or organisations sponsored 8.0% of principal applicants.

Some 36.9% of migrants were born in Europe or the former USSR, with more than half (58.4%) of that group being born in the United Kingdom and Ireland. Another 18.1% of migrants were born in Southeast Asia, 9.0% were born in Northeast Asia and 5.5% were born in Southern Asia. A further 10.8% were born in New Zealand. Migrants from the Middle East and North Africa made up 6.7% of all migrants.

## 1.16 PERSONS AGED 15 AND OVER, MIGRATION SUMMARY

	September 1990			September 1993			November 1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Civilian population aged 15 and over(a)	6 494.4	6 609.8	13 104.3	6 769.8	6 904.0	13 673.7	7 108.1	7 334.3	14 442.3
Born in Australia	4 697.8	4 895.6	9 593.4	4 925.9	5 118.9	10 044.8	5 181.6	5 423.2	10 604.8
Born outside Australia	1 796.6	1 714.3	3 510.9	1 843.8	1 785.1	3 628.9	1 926.4	1 911.1	3 837.5
Aged 15-17 at survey date	37.9	38.6	76.5	45.1	42.2	87.3	51.8	49.0	100.8
Aged less than 18 on arrival	150.6	143.0	293.6	199.6	171.6	371.1	225.3	213.8	439.1
Arrived 1970 or before	992.6	918.5	1 911.1	959.6	857.2	1 816.8	879.7	852.8	1 732.5
Arrived after 1970	615.6	614.1	1 229.8	639.5	714.2	1 353.7	769.7	795.5	1 565.2
Temporary residency status	43.7	27.2	70.9	46.9	38.7	85.6	52.6	51.2	103.8
Permanent residency status	571.9	587.0	1 158.9	592.6	675.5	1 268.1	711.7	738.2	1 449.9

(a) Excludes institutionalised persons and boarding school pupils.

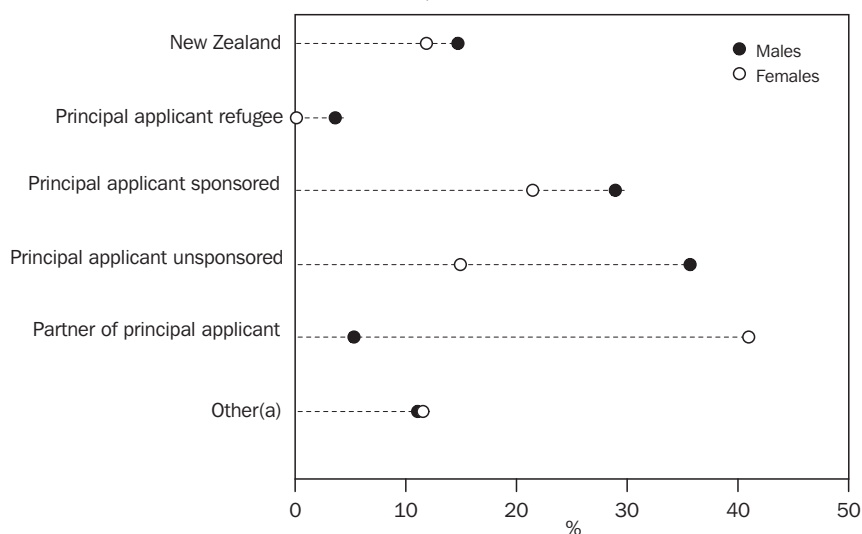
Source: Labour Force Status and Other Characteristics of Migrants, Australia (Cat. no. 6250.0).

## 1.17 PERSONS AGED 18 AND OVER WHO ARRIVED AFTER 1970, BIRTHPLACE

	September 1990			September 1993			November 1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
The Middle East and North Africa	36.6	31.3	67.9	41.6	40.8	82.4	48.3	48.7	97.1
Africa (excluding North Africa)	24.7	28.1	52.7	25.5	23.2	48.7	29.2	28.0	57.2
Northeast Asia	41.1	43.9	85.0	47.9	62.9	110.8	62.7	68.3	131.0
Southeast Asia	82.0	104.5	186.5	86.8	137.9	224.7	113.1	149.5	262.6
Southern Asia	25.5	26.5	52.0	33.5	35.3	68.8	41.0	38.1	79.1
Other countries in Africa and Asia	8.5	7.9	16.6	..	..	..	..	..	..
The Americas	25.5	32.6	58.1	28.0	36.3	64.2	39.9	46.1	86.0
Europe and the former USSR									
United Kingdom and Ireland	139.7	130.1	269.8	144.1	147.5	291.5	164.2	148.3	312.5
Other European and former USSR countries	98.2	98.0	196.2	95.5	106.4	201.9	110.0	113.0	223.0
Total	237.9	228.1	466.0	239.5	253.9	493.4	274.2	261.3	535.5
Oceania and Antarctica									
New Zealand	78.2	69.4	147.5	74.2	67.7	142.0	83.4	73.4	156.8
Other countries in Oceania and Antarctica	11.9	14.7	26.6	15.6	17.5	33.2	19.8	24.8	44.6
Total	90.1	84.1	174.1	89.8	85.3	175.1	103.2	98.2	201.4

Source: Labour Force Status and Other Characteristics of Migrants, Australia (Cat. no. 6250.0).

## 1.18 MIGRANTS WHO ARRIVED AFTER 1970, AGED 18 AND OVER, PERCENTAGE DISTRIBUTION, NOVEMBER 1996



(a) Includes 'No form completed' and 'Did not know'.

Source: Labour Force Status and Other Characteristics of Migrants, Australia (Cat. no. 6250.0).

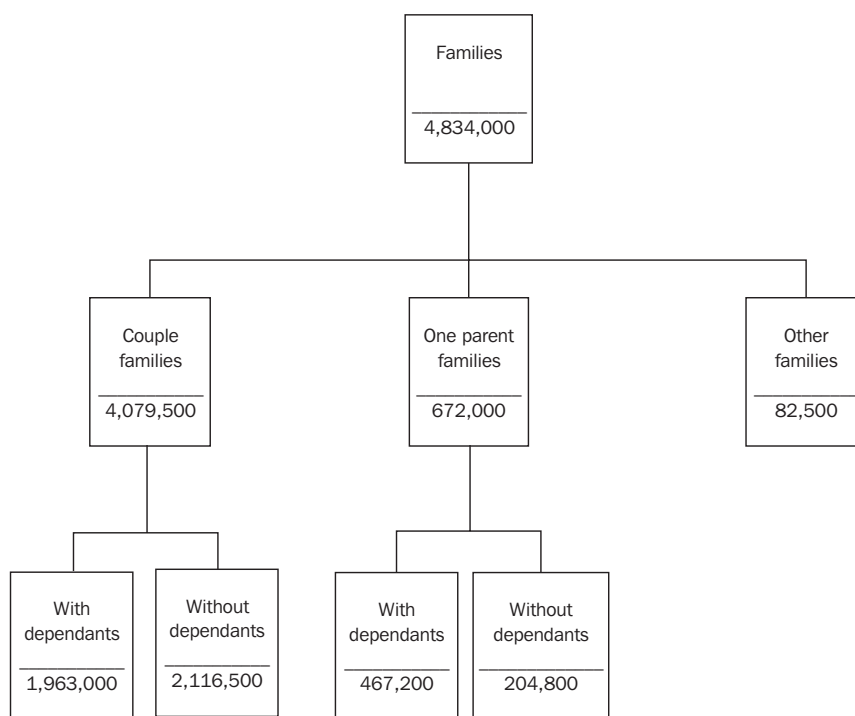


## FAMILIES

Of the 13,572,600 persons aged 15 years or over who were usual residents of private dwellings in Australia in June 1996 and for whom family status could be determined, 82.7% were members of families.

These persons were members of 4,834,000 families, of which 84.3% were couple families and 13.9% were one parent families (the remaining 1.7% of families are families, who by definition, are not couple or one parent families). Of the couple families, 48.1% had dependants; 69.5% of one parent families had dependants. The majority (84.9%) of one parent families had a female parent.

## 1.19 AUSTRALIAN FAMILIES, JUNE



Source: Labour Force Status and Other Characteristics of Families, Australia (Cat no. 6224.0).

## LIST OF REFERENCES

ABS publications and standard data services

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*Labour Force Projections, Australia, 1995-2011* (Cat. no. 6260.0)  
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(Cat. no. 6250.0) — issued triennially

*Migration, Australia* (Cat. no. 3412.0) — issued annually

*Overseas Arrivals and Departures, Australia* (Cat. no. 3401.0)  
— issued monthly

Unpublished 1996 Population Census data, August 1996

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## THE LABOUR FORCE

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## INTRODUCTION

The labour force represents the total supply of labour available to the labour market and is defined as those persons aged 15 or over who, during a particular week (the reference week), were either employed or unemployed.

This chapter presents summary statistics on the civilian labour force. The principal source for these statistics is the ABS monthly population survey, which consists of the monthly Labour Force Survey and associated supplementary surveys. The Labour Force Survey collects information on the labour force status of individuals (employed, unemployed or not in the labour force) together with a range of demographic and other individual characteristics. The supplementary surveys cover a range of related topics, many of which are covered in this publication.

The main labour force indicators included in this chapter are:

- the number and status of persons in the labour force; and
- the participation rate, which represents the proportion of the working age population who are in the labour force.

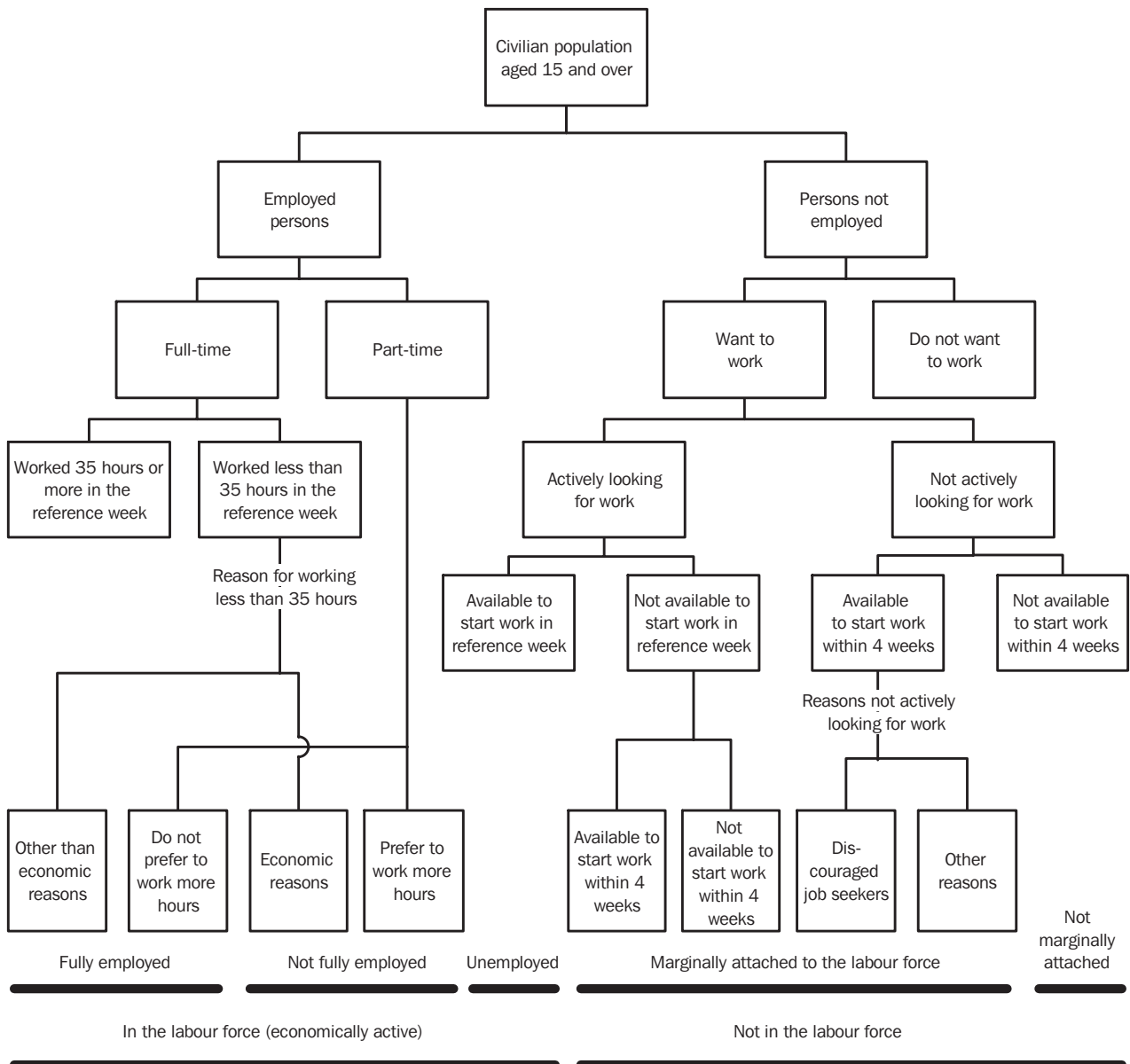
The degree of attachment to the labour force is a useful supplementary indicator of the potential labour supply. A diagram of the conceptual framework, showing varying levels of attachment to the labour force, is the first in this chapter (graph 2.1).

## LABOUR FORCE

In August 1996, there were 9,090,800 persons in the labour force; 5,190,500 males and 3,900,300 females. Between August 1991 and August 1996 the size of the labour force increased by 662,700 persons. The majority of this increase came from the female labour force, which increased by 10.6% from 3,526,100 in August 1991 to 3,900,300 in August 1996.

Between August 1991 and August 1996 the participation rate rose by 1.6 percentage points to 63.2%, with a decrease of 0.7 points in the male rate to 73.3% and an increase of 1.8 points in the female rate to 53.4%. The increase in the female participation rate was strongest for females aged between 55 and 59, who recorded an increase of 6.8 percentage points.

## 2.1 THE AUSTRALIAN LABOUR FORCE FRAMEWORK





## 2.2

## LABOUR FORCE STATUS OF CIVILIAN POPULATION, AUGUST

	1991	1992	1993	1994	1995	1996
	'000	'000	'000	'000	'000	'000
MALES						
Employed						
Full time	3 998.1	3 919.1	3 933.4	4 039.6	4 151.8	4 176.4
Total	4 405.0	4 385.1	4 382.7	4 535.8	4 672.5	4 730.3
Unemployed						
Looking for full-time work	459.9	514.9	518.5	427.8	388.3	406.1
Looking for part-time work	37.2	43.5	46.0	45.0	45.7	54.1
Total	497.0	558.4	564.5	472.8	434.0	460.2
Labour force	4 902.0	4 943.5	4 947.2	5 008.6	5 106.5	5 190.5
Not in labour force	1 724.0	1 765.0	1 840.5	1 861.8	1 863.3	1 890.2
Civilian population aged 15 and over	6 626.0	6 708.5	6 787.6	6 870.5	6 969.8	7 080.7
Unemployment rate %	10.1	11.3	11.4	9.4	8.5	8.9
Participation rate %	74.0	73.7	72.9	72.9	73.3	73.3
FEMALES						
Employed						
Full time	1 907.6	1 833.1	1 867.2	1 922.2	2 031.7	2 059.8
Total	3 224.4	3 232.5	3 238.3	3 349.9	3 545.3	3 589.4
Unemployed						
Looking for full-time work	220.0	242.7	255.9	228.4	195.1	210.1
Looking for part-time work	81.7	97.1	95.6	96.6	92.8	100.9
Total	301.7	339.9	351.6	325.0	287.9	310.9
Labour force	3 526.1	3 572.4	3 589.8	3 674.9	3 833.1	3 900.3
Not in labour force	3 307.3	3 349.2	3 413.8	3 414.2	3 353.5	3 403.3
Civilian population aged 15 and over	6 833.3	6 921.6	7 003.7	7 089.1	7 186.6	7 303.6
Unemployment rate %	8.6	9.5	9.8	8.8	7.5	8.0
Participation rate %	51.6	51.6	51.3	51.8	53.3	53.4
PERSONS						
Employed						
Full time	5 905.8	5 752.2	5 800.5	5 961.7	6 183.5	6 236.2
Total	7 629.3	7 617.6	7 621.0	7 885.7	8 217.7	8 319.7
Unemployed						
Looking for full-time work	679.8	757.6	774.4	656.3	583.4	616.1
Looking for part-time work	118.9	140.7	141.6	141.6	138.5	155.0
Total	798.7	898.3	916.0	797.9	721.9	771.1
Labour force	8 428.1	8 515.9	8 537.0	8 683.5	8 939.6	9 090.8
Not in labour force	5 031.2	5 114.2	5 254.3	5 276.0	5 216.9	5 293.5
Civilian population aged 15 and over	13 459.3	13 630.0	13 791.3	13 959.5	14 156.5	14 384.3
Unemployment rate %	9.5	10.5	10.7	9.2	8.1	8.5
Participation rate %	62.6	62.5	61.9	62.2	63.1	63.2

Source: Labour Force, Australia (Cat. no. 6203.0).

## 2.3

### CIVILIAN LABOUR FORCE, STATES AND TERRITORIES, AUGUST 1996

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Employed									
Full-time	1 402.2	1 045.0	775.7	315.9	424.5	101.0	40.0	72.1	4 176.4
Total	1 587.5	1 182.2	871.5	365.8	480.2	115.2	45.4	82.4	4 730.3
Unemployed									
Looking for full-time work	128.7	98.5	83.4	36.9	37.0	13.0	1.9	6.5	406.1
Looking for part-time work	19.1	13.5	9.4	4.4	4.7	*1.0	*0.6	1.4	54.1
Total	147.8	112.0	92.8	41.3	41.8	14.0	2.4	7.9	460.2
In labour force	1 735.4	1 294.2	964.4	407.1	521.9	129.3	47.9	90.4	5 190.5
Not in labour force	660.4	467.7	335.9	171.3	162.8	52.0	16.1	24.0	1 890.2
Civilian population aged 15 and over	2 395.8	1 761.9	1 300.3	578.4	684.7	181.3	64.0	114.3	7 080.7
Unemployment rate %	8.5	8.7	9.6	10.2	8.0	10.9	5.1	8.8	8.9
Participation rate %	72.4	73.5	74.2	70.4	76.2	71.3	74.8	79.0	73.3
FEMALES									
Employed									
Full-time	720.7	507.7	375.5	148.2	197.6	41.5	25.7	42.9	2 059.8
Total	1 193.0	893.2	655.1	290.2	365.7	84.1	37.6	70.5	3 589.4
Unemployed									
Looking for full-time work	60.0	60.8	41.9	18.9	16.5	5.8	1.5	4.7	210.1
Looking for part-time work	30.3	25.3	21.7	7.8	10.6	2.8	*0.7	1.8	100.9
Total	90.2	86.1	63.6	26.6	27.1	8.6	2.2	6.4	310.9
In labour force	1 283.3	979.3	718.7	316.8	392.8	92.7	39.7	77.0	3 900.3
Not in labour force	1 199.0	859.3	604.7	282.4	298.5	94.8	22.6	41.9	3 403.3
Civilian population aged 15 and over	2 482.3	1 838.6	1 323.4	599.2	691.4	187.5	62.4	118.9	7 303.6
Unemployment rate %	7.0	8.8	8.8	8.4	6.9	9.3	5.5	8.4	8.0
Participation rate %	51.7	53.3	54.3	52.9	56.8	49.4	63.7	64.8	53.4
PERSONS									
Employed									
Full-time	2 123.0	1 552.7	1 151.2	464.1	622.1	142.5	65.7	115.0	6 236.2
Total	2 780.5	2 075.4	1 526.6	656.0	845.9	199.3	83.0	153.0	8 319.7
Unemployed									
Looking for full-time work	188.7	159.3	125.4	55.8	53.6	18.8	3.4	11.2	616.1
Looking for part-time work	49.4	38.8	31.1	12.2	15.3	3.9	1.3	3.2	155.0
Total	238.1	198.2	156.4	68.0	68.8	22.7	4.6	14.4	771.1
In labour force	3 018.6	2 273.5	1 683.1	723.9	914.8	221.9	87.6	167.3	9 090.8
Not in labour force	1 859.5	1 326.9	940.7	453.7	461.3	146.8	38.8	65.8	5 293.5
Civilian population aged 15 and over	4 878.1	3 600.4	2 623.7	1 177.6	1 376.1	368.8	126.4	233.2	14 384.3
Unemployment rate %	7.9	8.7	9.3	9.4	7.5	10.2	5.3	8.6	8.5
Participation rate %	61.9	63.1	64.1	61.5	66.5	60.2	69.3	71.8	63.2

Source: Labour Force, Australia (Cat. no. 6203.0).

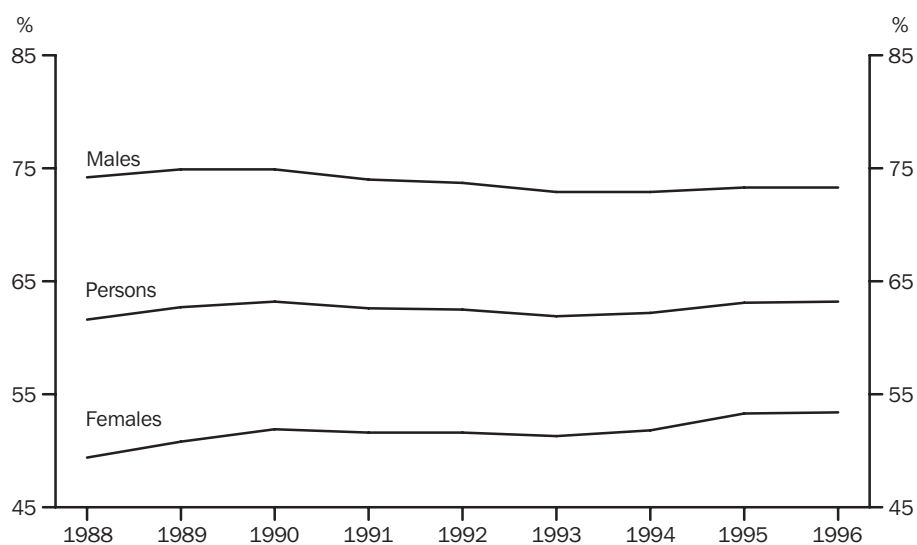
## 2.4 LABOUR FORCE PARTICIPATION RATES, AUGUST

	1991	1992	1993	1994	1995	1996
Age group (years)	%	%	%	%	%	%
MALES						
15–19	53.3	54.0	52.7	53.3	55.0	57.5
20–24	87.0	87.5	85.8	86.5	86.9	87.1
25–34	94.3	93.1	93.5	92.5	92.8	93.3
35–44	93.8	93.3	93.2	92.6	92.9	92.2
45–54	89.8	89.0	88.3	88.4	88.7	88.4
55–59	71.8	74.0	70.1	72.5	74.0	72.9
60–64	49.6	48.1	46.6	47.3	45.3	45.0
65 and over	9.2	9.3	8.3	9.0	9.2	9.3
Total	74.0	73.7	72.9	72.9	73.3	73.3
FEMALES						
15–19	52.5	54.1	50.1	54.4	56.9	56.8
20–24	76.8	75.6	75.3	76.0	77.0	77.4
25–34	65.7	65.0	65.5	66.6	67.5	67.0
35–44	71.9	71.6	70.2	70.1	71.9	71.8
45–54	62.6	64.5	65.4	65.0	67.9	67.4
55–59	35.6	36.7	36.5	37.6	40.0	42.4
60–64	14.7	12.4	14.6	14.3	15.8	18.4
65 and over	2.4	2.2	2.4	2.3	2.5	2.7
Total	51.6	51.6	51.3	51.8	53.3	53.4
PERSONS						
15–19	52.9	54.1	51.5	53.8	55.9	57.1
20–24	81.9	81.6	80.6	81.3	82.0	82.3
25–34	79.9	79.0	79.4	79.5	80.1	80.1
35–44	82.8	82.4	81.7	81.3	82.3	82.0
45–54	76.5	77.0	77.1	76.9	78.5	78.0
55–59	53.9	55.6	53.5	55.3	57.3	57.9
60–64	32.0	30.2	30.6	30.8	30.5	31.7
65 and over	5.3	5.3	5.0	5.2	5.4	5.6
Total	62.6	62.5	61.9	62.2	63.1	63.2

Source: Labour Force, Australia (Cat. no. 6203.0).

## 2.5

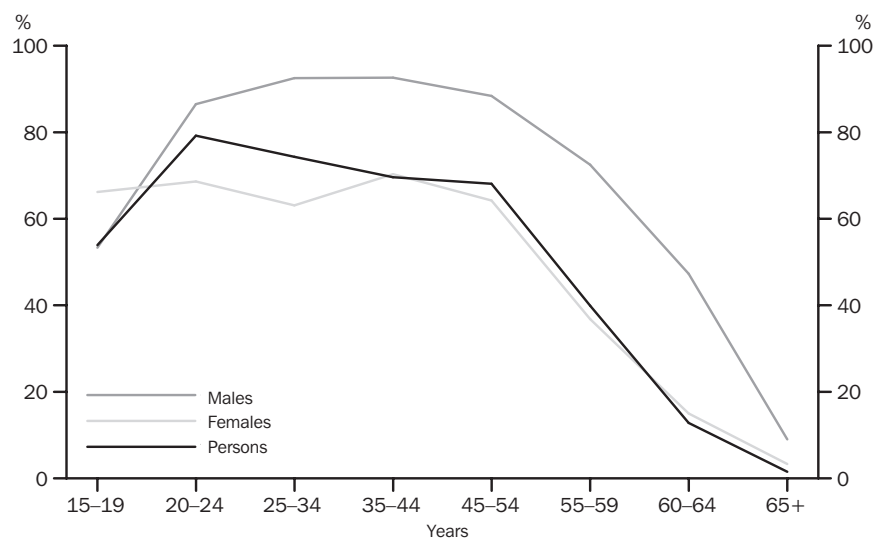
### LABOUR FORCE PARTICIPATION RATES, AUGUST



Source: Labour Force, Australia (Cat. no. 6203.0).

## 2.6

### LABOUR FORCE PARTICIPATION RATES, AGE, AUGUST 1996



Source: Labour Force, Australia (Cat. no. 6203.0).

## 2.7

## CIVILIAN LABOUR FORCE, BIRTHPLACE, AUGUST 1996

	Employed		Unemployed		In labour force	Unemployment rate	Participation rate(a)
	Full-time	Total	Looking for full-time work	Total			
	'000	'000	'000	'000	'000	%	%
<b>Born in Australia</b>	4 657.5	6 300.0	433.0	552.1	6 852.0	8.1	66.4
<b>Born outside Australia</b>	1 578.7	2 019.7	183.2	219.1	2 238.8	9.8	58.8
Main English speaking countries	683.5	890.5	57.5	71.1	961.6	7.4	63.6
Other countries	895.2	1 129.2	125.7	148.0	1 277.1	11.6	55.6
Oceania							
New Zealand	147.4	188.1	15.5	20.6	208.6	9.9	73.9
Total	186.0	237.1	23.4	29.9	266.9	11.2	72.0
Europe and the former USSR							
Germany	44.7	55.1	4.4	4.7	59.8	7.9	54.9
Greece	41.9	55.6	*3.6	4.2	59.7	7.0	46.0
Italy	69.5	87.7	7.2	7.8	95.5	8.1	42.0
Netherlands	32.6	41.3	*3.2	*3.7	45.0	*8.3	53.2
UK and Ireland	470.9	613.9	38.0	46.1	660.1	7.0	60.0
Former Yugoslav Republics	80.2	98.4	10.5	11.8	110.2	10.7	56.9
Total	872.9	1 124.4	82.8	96.3	1 220.8	7.9	55.2
The Middle East and North Africa							
Lebanon	20.2	26.1	8.4	9.2	35.3	26.2	49.9
Total	63.5	83.4	17.5	20.3	103.7	19.6	55.3
Southeast Asia							
Malaysia	39.6	47.2	*2.8	*3.6	50.8	*7.2	65.6
Philippines	42.0	52.6	*2.8	*3.3	55.9	*5.9	69.6
Viet Nam	55.2	65.5	16.0	17.4	82.9	21.0	59.7
Total	184.7	226.3	30.0	35.1	261.4	13.4	62.2
Northeast Asia							
China	42.6	48.9	5.6	6.6	55.5	11.9	56.5
Total	85.0	107.1	9.1	11.0	118.0	9.3	52.3
The Americas	63.2	87.8	5.6	8.9	96.7	9.2	67.5
Other							
India	37.4	44.7	*3.4	4.1	48.8	8.4	67.0
Total	123.3	153.6	14.6	17.6	171.2	10.3	69.1

(a) Calculated using population estimates which exclude those in institutions.

Source: Labour Force, Australia (Cat. no. 6203.0).

## CHARACTERISTICS OF MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970

In November 1996, the labour force participation rate for 'migrants' (who arrived after 1970 and were aged 18 years and over) was 68.0%, compared to 58.0% for all persons born outside Australia and 65.1% for those persons born in Australia. The rates for male and female migrants were 81.2% and 55.4% respectively. The participation rate for principal applicants who were sponsored was 65.5% including 92.9% for those sponsored by an employer. Migrants from New Zealand recorded a participation rate of 70.8%.

Those migrants born in Northern America had the highest participation rate (86.3%) followed by those born in Africa (excluding North Africa) (79.2%). Migrants born in the Middle East and North Africa recorded the lowest participation rate (53.8%).

In November 1996, 61.5% of migrants were employed, with 73.8% of male migrants and 49.6% of female migrants being employed. Persons who were born in Northern America were the most likely to be employed (81.2%) closely followed by migrants from Africa (excluding North Africa) at 71.7% and New Zealand (71.6%). The lowest proportions of persons employed were recorded for persons born in the Middle East and North Africa (42.5%) and South America, Central America and the Caribbean (55.9%).

The unemployment rate for migrants was 9.7% in November 1996. The rate for male and female migrants was 9.1% and 10.5% respectively. Persons from New Zealand recorded the lowest unemployment rate at 5.5%, closely followed by persons born in Northern America at 5.9%. Migrants born in the Middle East and North Africa recorded the highest unemployment rate at 20.9%, followed by those who were born in Southern Asia (16.5%).

## 2.8

## MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970, SUMMARY, NOVEMBER 1996

Country of last residence	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate %	Parti- cipation rate %
	Full- time	Part- time	Total						
	'000	'000	'000	'000	'000	'000	'000	%	%
MALES									
The Middle East and North Africa	26.2	*3.1	29.3	7.2	36.5	11.8	48.3	19.7	75.5
Africa (excluding North Africa)	22.5	*1.0	23.5	*1.2	24.7	*4.5	29.2	*4.8	84.6
Northern America	14.4	*1.6	16.1	*1.7	17.7	*1.2	18.9	*9.5	93.9
South America, Central America and the Caribbean	9.1	*3.7	12.8	*1.9	14.7	6.3	21.0	*12.7	69.9
Northeast Asia	36.2	6.1	42.3	*3.3	45.6	17.1	62.7	*7.3	72.8
Southeast Asia	75.3	5.7	81.0	9.6	90.6	22.5	113.1	10.6	80.1
Southern Asia	30.6	*0.4	30.9	6.6	37.5	*3.5	41.0	17.5	91.4
Europe and the former USSR	187.4	14.5	201.9	15.0	216.9	57.3	274.2	6.9	79.1
Oceania									
New Zealand	66.3	*4.3	70.6	4.9	75.4	8.0	83.4	6.4	90.4
Other countries	16.4	*0.1	16.6	1.4	18.1	1.7	19.8	7.7	91.4
Total Oceania	82.7	*4.4	87.2	6.3	93.5	9.7	103.2	6.7	90.6
<b>Total</b>	<b>484.5</b>	<b>40.6</b>	<b>525.1</b>	<b>52.6</b>	<b>577.8</b>	<b>134.0</b>	<b>711.8</b>	<b>9.1</b>	<b>81.2</b>
FEMALES									
The Middle East and North Africa	7.2	4.8	12.0	*3.7	15.7	33.0	48.7	*23.8	32.3
Africa (excluding North Africa)	9.7	7.8	17.5	*3.1	20.6	7.4	28.0	*15.0	73.5
Northern America	9.8	5.7	15.4	*0.3	15.7	*4.2	19.9	*2.0	79.1
South America, Central America and the Caribbean	8.0	5.6	13.6	*1.5	15.1	11.1	26.2	*10.0	57.5
Northeast Asia	17.1	6.5	23.5	*3.7	27.2	41.1	68.3	*13.5	39.8
Southeast Asia	56.8	20.5	77.3	9.8	87.1	62.3	149.5	11.3	58.3
Southern Asia	16.1	*4.2	20.3	*3.6	23.8	14.3	38.1	*14.9	62.6
Europe and the former USSR	77.7	55.6	133.3	13.4	146.7	114.6	261.3	9.1	56.2
Oceania									
New Zealand	28.2	13.5	41.6	*1.6	43.3	30.1	73.4	*3.8	59.0
Other countries	9.3	*2.0	11.4	*2.2	13.5	11.3	24.8	*16.3	54.4
Total Oceania	37.5	15.5	53.0	*3.8	56.8	41.4	98.2	*6.6	57.8
<b>Total</b>	<b>239.9</b>	<b>126.0</b>	<b>365.9</b>	<b>42.9</b>	<b>408.8</b>	<b>329.4</b>	<b>738.2</b>	<b>10.5</b>	<b>55.4</b>
PERSONS									
The Middle East and North Africa	33.4	7.9	41.3	10.9	52.2	44.8	97.1	20.9	53.8
Africa (excluding North Africa)	32.2	8.8	41.0	*4.3	45.3	11.9	57.2	9.4	79.2
Northern America	24.2	7.3	31.5	*2.0	33.5	5.3	38.8	*5.9	86.3
South America, Central America and the Caribbean	17.1	9.3	26.4	*3.4	29.8	17.4	47.2	*11.3	63.0
Northeast Asia	53.3	12.5	65.8	7.0	72.8	58.1	131.0	9.6	55.6
Southeast Asia	132.1	26.2	158.3	19.4	177.7	84.9	262.6	10.9	67.7
Southern Asia	46.6	4.6	51.2	10.1	61.3	17.8	79.1	16.5	77.5
Europe and the former USSR	265.2	70.1	335.2	28.4	363.6	171.9	535.5	7.8	67.9
Oceania									
New Zealand	94.5	17.8	112.2	6.5	118.7	38.1	156.8	5.5	75.7
Other countries	25.8	2.1	28.0	3.6	31.6	13.1	44.6	11.4	70.9
Total Oceania	120.3	19.9	140.2	10.1	150.3	51.2	201.4	6.7	74.6
<b>Total</b>	<b>724.4</b>	<b>166.6</b>	<b>891.0</b>	<b>95.5</b>	<b>986.6</b>	<b>463.4</b>	<b>1 449.9</b>	<b>9.7</b>	<b>68.0</b>

Source: Labour Force Status and Other Characteristics of Migrants, Australia (Cat. no. 6250.0).

## LABOUR FORCE EXPERIENCE

An estimated 9,641,100 persons aged between 15 and 69 years participated in the labour force, that is, worked or looked for work at the same time during the twelve months ending February 1995. The proportion of persons who participated in the labour force fell to 76.3% for the year ending March 1993, but has since risen to 77.5% for the 12 months to February 1995.

After falling slightly in 1993 and 1994, the rate of participation for males rose to 86.0% in the 12 months to February 1995. For females, growth in participation was slow in the early 1990s, but has picked up in recent periods to 68.9% in the year ending February 1995.

Since 1993, the greatest increase in participation rates has been for those aged 15 to 19 years. In this age group, the rate of participation for the year ending February 1995 has increased to 74.5% (74.1% for males and 74.9% for females), after a lower rate of 68.3% was recorded in March 1993.

Of the 12,444,900 persons aged between 15 and 69 in February 1995 —

- 8,923,100 persons (71.7%) worked at some time during the preceding year;
- 1,968,400 persons (15.8%) looked for work at some time during the preceding year; and
- 5,553,300 persons (44.6%) were not in the labour force at some time during the preceding year. Of these, 2,803,800 persons were not in the labour force at any time during the year.



## 2.9

## PARTICIPATED IN LABOUR FORCE, SOME TIME DURING THE PRECEDING YEAR, MARCH

	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	Total
	%	%	%	%	%	%	%	%	%
MALES									
1990	75.4	95.8	97.5	96.5	92.4	80.3	57.7	19.2	86.2
1991	72.3	96.3	97.7	96.7	92.6	81.1	58.7	20.8	86.3
1992	69.3	95.3	97.1	96.5	92.5	78.8	58.6	22.5	85.8
1993	68.6	94.3	96.6	96.5	93.0	78.4	58.3	18.6	85.4
1994	70.8	94.0	96.6	95.4	92.4	78.7	58.6	21.5	85.4
1995(a)	74.1	95.6	97.1	95.6	92.1	80.3	56.1	21.7	86.0
FEMALES									
1990	73.4	86.5	78.0	80.5	66.8	38.5	18.7	5.8	67.1
1991	72.3	86.4	77.4	78.6	69.6	42.5	19.6	6.9	67.3
1992	69.4	85.8	76.6	79.1	69.9	42.5	19.1	7.2	67.0
1993	67.9	85.7	75.6	78.6	71.8	44.5	19.8	6.2	67.0
1994	72.5	87.7	77.3	78.2	71.6	44.6	21.5	7.7	68.1
1995(a)	74.9	88.0	78.1	78.8	72.6	45.0	21.1	7.2	68.9
PERSONS									
1990	74.4	91.1	87.8	88.5	79.9	59.7	38.1	12.2	76.7
1991	72.3	91.4	87.5	87.7	81.4	62.1	38.7	13.6	76.9
1992	69.4	90.6	86.8	87.8	81.5	61.0	39.5	14.3	76.5
1993	68.3	90.0	86.1	87.5	82.6	62.0	38.7	12.2	76.3
1994	71.6	90.9	86.9	86.7	82.2	62.0	39.9	14.4	76.7
1995(a)	74.5	91.8	87.5	87.1	82.5	62.9	38.6	14.2	77.5

(a) In 1995, the reference period changed from March to February.

Source: Labour Force Experience, Australia (Cat. no. 6206.0.40.001).

## 2.10 LABOUR FORCE EXPERIENCE, YEAR ENDING FEBRUARY 1995

	With children under 15 present			Without children under 15 present			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Not in the labour force at any time during the year	69.0	611.8	680.8	799.3	1 323.6	2 123.0	868.3	1 935.4	1 803.8
In the labour force at some time during the year	1 735.0	1 449.0	3 184.1	3 621.1	2 835.9	6 457.0	5 356.2	4 284.9	9 641.1
Time in the labour force (weeks)									
1-3	*4.5	58.7	63.2	63.3	66.1	129.4	67.8	124.8	192.6
4-12	12.8	92.7	105.6	153.6	157.9	311.4	166.4	250.6	417.0
13-25	14.4	97.9	112.3	102.7	127.2	229.9	117.1	225.1	342.2
26-38	24.3	129.5	153.8	124.6	148.7	273.3	148.9	278.2	427.1
39-51	182.7	284.1	466.8	439.0	464.7	903.7	621.7	748.9	1 370.5
52	1 496.3	786.1	2 282.3	2 737.9	1 871.3	4 609.2	4 234.2	2 657.4	6 891.6
Worked at some time during the year	1 659.4	1 297.9	2 957.3	3 352.5	2 613.3	5 965.8	5 011.9	3 911.2	8 923.1
Time worked (weeks)									
1-3	9.1	35.4	44.5	63.7	48.7	112.4	72.7	84.1	156.9
4-12	31.6	79.4	111.0	161.0	136.9	297.8	192.6	216.2	408.8
13-25	42.6	89.7	132.2	159.6	144.5	304.1	202.1	234.2	436.4
26-38	66.7	125.4	192.1	219.5	188.4	407.9	286.2	313.8	600.0
39-51	219.5	278.0	497.5	522.0	489.6	1 011.7	741.6	767.6	1 509.0
52	1 289.9	690.2	1 980.1	2 226.8	1 605.1	3 831.9	3 516.7	2 295.3	5 812.0
Full-time/part-time status of weeks worked									
All were full-time	1 473.8	460.9	1 934.8	2 614.5	1 450.3	4 064.8	4 088.3	1 911.2	5 999.5
More full-time than part-time	84.4	71.4	155.8	185.7	155.1	340.7	270.0	266.5	496.5
Full-time same as part-time	6.1	9.9	16.1	16.8	19.0	35.7	22.9	28.9	51.8
More part-time than full-time	25.9	65.6	91.5	92.7	116.5	209.5	118.9	182.1	301.0
All were part-time	69.1	690.0	759.2	442.6	872.5	1 315.1	511.7	1 562.5	2 074.3
Whether worked with current employer/business for one year or more									
One employer/business during the year	1 448.5	1 174.7	2 623.2	2 819.1	2 200.7	5 019.8	4 267.6	3 375.4	7 643.1
With current employer/business for one year or more	1 331.6	882.6	2 214.2	2 345.0	1 751.8	4 096.7	3 676.5	2 634.4	6 310.9
Other(a)	116.9	292.1	409.1	474.2	448.9	923.1	591.1	741.1	1 332.2
More than one employer/business during the year	210.9	123.2	334.1	533.4	412.6	946.0	744.3	535.8	1 280.1
Two	164.9	96.4	261.3	383.0	304.2	687.2	548.0	400.6	948.5
Three	28.0	20.4	48.4	101.3	78.1	179.4	129.3	98.4	227.7
Four or more	17.9	6.5	24.4	49.1	30.3	79.4	67.0	36.8	103.8
Looked for work at some time during the year	283.7	270.5	554.2	821.3	592.8	1 414.2	1 105.0	863.4	1 968.4
Time spent looking for work (weeks)									
1-3	25.8	56.3	82.1	109.9	112.9	222.9	135.8	169.3	305.0
4-12	74.1	70.0	144.2	229.9	185.7	415.6	304.0	255.7	559.8
13-25	48.4	40.5	88.9	135.5	94.7	230.2	183.9	135.2	319.1
26-38	48.7	36.8	85.5	119.1	80.8	199.9	167.8	117.6	285.4
39-51	35.3	27.9	63.2	94.1	46.3	140.4	129.3	74.3	203.6
52	51.4	38.9	90.3	132.7	72.5	205.2	184.1	111.4	295.5
Number of spells of looking for work									
One	201.3	199.8	401.0	607.3	449.1	1 056.5	808.6	648.6	1 457.4
Two	32.8	23.4	56.2	94.0	69.4	163.5	126.8	92.8	219.7
Three	15.9	15.5	31.5	46.9	32.1	78.9	62.8	47.6	110.4
Four or more	33.7	31.9	65.6	73.1	42.2	115.3	106.8	74.1	180.9
<b>Total</b>	<b>1 804.0</b>	<b>2 060.9</b>	<b>3 864.9</b>	<b>4 420.5</b>	<b>4 159.5</b>	<b>8 580.0</b>	<b>6 224.5</b>	<b>6 220.4</b>	<b>12 444.9</b>

(a) Comprised of persons who were not working at February 1995 and persons who were working at February 1995 who had been with the current employer/business for less than one year.

Source: Labour Force Experience, Australia (Cat. no. 6206.0.40.001).

## TRANSITION FROM EDUCATION TO WORK

In May 1996, 2,303,100 persons were identified as having attended an educational institution in the previous year (1995) in order to study for a recognised qualification. Of these, 1,494,000 persons attended full-time and 809,000 attended part-time.

Of those who attended full-time in 1995, 380,100 had left full-time education by May 1996. Of this group, 71.5% (271,800) were employed in May 1996, while 20.0% (76,100) were unemployed. Of the 809,000 who attended an educational institution part-time in 1995, 52.3% (423,300) continued part-time study and 2.8% (23,400) were attending full-time in May 1996. The remaining 44.8% (362,300) were not attending an educational institution at all in May 1996.

## 2.11 WHETHER ATTENDED AN EDUCATIONAL INSTITUTION, TYPE OF ATTENDANCE IN PREVIOUS YEAR, MAY

	1994	1995	1996
	'000	'000	'000
AGED 15–24 YEARS			
Attended an educational institution in previous year	1 573.0	1 556.6	1 592.3
Attended full-time in previous year	1 349.5	1 317.3	1 326.7
Attending full-time education in May	1 031.2	1 012.3	1 033.8
Leavers	318.3	305.0	292.9
Employed	217.6	220.4	214.0
Full-time workers	152.0	159.9	147.8
Part-time workers	65.5	60.5	66.2
Unemployed	76.4	63.2	58.4
Not in labour force	24.3	21.4	20.4
Attended part-time in previous year	223.5	239.3	265.6
Attending an educational institution in May	116.2	138.5	155.6
Full-time	10.3	10.3	11.2
Part-time	105.9	128.2	144.4
Not attending an educational institution in May	107.3	100.8	110.0
Did not attend an educational institution in previous year	1 125.6	1 127.4	1 078.5
<i>Total</i>	2 698.6	2 683.9	2 670.7
AGED 25–64 YEARS			
Attended an educational institution in previous year	608.2	678.1	710.8
Attended full-time in previous year	162.6	164.8	167.3
Attending full-time education in May	82.2	71.4	80.0
Leavers	80.4	93.4	87.3
Employed	57.5	70.2	57.8
Full-time workers	44.1	56.0	40.9
Part-time workers	13.4	14.2	16.9
Unemployed	12.3	15.0	17.7
Not in labour force	10.6	8.2	11.8
Attended part-time in previous year	445.5	513.3	543.5
Attending an educational institution in May	238.4	271.5	291.2
Full-time	10.2	9.5	12.2
Part-time	228.2	262.0	278.9
Not attending an educational institution in May	207.2	241.7	252.3
Did not attend an educational institution in previous year	8 418.8	8 512.0	8 660.6
<i>Total</i>	9 027.0	9 190.1	9 371.4
AGED 15–64 YEARS			
Attended an educational institution in previous year	2 181.2	2 234.6	2 303.1
Attended full-time in previous year	1 512.2	1 482.0	1 494.0
Attending full-time education in May	1 113.5	1 083.7	1 113.9
Leavers	398.7	398.3	380.1
Employed	275.1	290.6	271.8
Full-time workers	196.1	215.9	188.8
Part-time workers	79.0	74.7	83.0
Unemployed	88.7	78.2	76.1
Not in labour force	34.9	29.6	32.2
Attended part-time in previous year	669.1	752.6	809.0
Attending an educational institution in May	354.5	410.1	446.8
Full-time	20.5	19.8	23.4
Part-time	334.1	390.3	423.3
Not attending an educational institution in May	314.5	342.5	362.3
Did not attend an educational institution in previous year	9 544.4	9 639.4	9 739.1
<i>Total</i>	11 725.6	11 874.1	12 042.1

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

## 2.12 PERSONS AGED 15–64 STUDYING IN 1995 WHO HAD CEASED STUDY BY MAY 1996

	Attended full-time in 1995		Attended part-time in 1995		Total attended in 1995		
	In the labour force	Not in the labour force	In the labour force	Not in the labour force	In the labour force	Not in the labour force	Total
	'000	'000	'000	'000	'000	'000	'000
Level of course in 1995							
Masters degree/Doctorate	*5.1	*0.7	17.7	*0.7	22.8	*1.4	24.2
Postgraduate diploma	6.0	*0.3	22.5	*1.8	28.5	*2.2	30.6
Bachelor degree	57.0	*2.4	39.5	*3.0	96.6	5.4	102.0
Undergraduate diploma	7.9	*0.7	8.0	*1.3	15.8	*1.9	17.7
Associate diploma	35.9	*3.0	80.1	*5.0	115.9	8.0	124.0
Skilled vocational	23.1	*3.0	97.0	*3.8	120.2	6.8	127.0
Basic vocational	34.7	*4.8	57.0	*4.0	91.8	8.8	100.5
Secondary school	103.6	7.9	6.4	*1.1	110.0	9.0	119.0
Course of less than 1 semester	23.1	*3.8	76.0	6.0	99.1	9.8	108.8
Course not resulting in a qualification	14.9	*4.5	137.1	19.0	152.0	23.5	175.5
Educational attainment							
With post-school qualifications	159.5	12.3	385.3	27.3	544.8	39.5	584.3
Masters degree/Doctorate	5.9	*0.6	19.9	*0.2	25.8	*0.8	26.6
Post-graduate diploma	6.3	*0.0	25.5	*1.6	31.7	*1.6	33.3
Bachelor degree	53.2	*3.7	75.9	7.0	129.1	10.7	139.8
Undergraduate diploma	7.0	*0.2	22.1	*2.8	29.2	*3.1	32.2
Associate diploma	28.2	*1.5	63.7	*5.3	91.9	6.8	98.7
Skilled vocational	23.1	*2.6	116.9	*4.3	140.0	6.9	146.9
Basic vocational	35.8	*3.6	61.3	6.1	97.0	9.8	106.8
Without post-school qualifications	151.8	18.7	156.0	18.5	307.7	37.2	345.0
Completed highest level of school	80.7	6.7	65.1	*4.6	145.8	11.3	157.1
Completed a post-school course of less than 1 semester	*4.9	*0.0	7.9	*0.9	12.8	*0.9	13.7
Other	75.8	6.7	57.2	*3.7	133.0	10.4	143.4
Did not complete highest level of school	71.1	12.0	90.9	13.9	162.0	25.9	187.9
Completed a course of less than 1 semester	7.1	*1.0	16.3	*2.7	23.4	*3.7	27.1
Other	64.0	11.0	74.5	11.2	138.5	22.2	160.7
Total	311.3	31.0	541.2	45.7	852.5	76.8	929.3

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

## 2.13 ATTENDED SCHOOL IN 1995 BUT WERE NOT ATTENDING SCHOOL IN MAY 1996, SUMMARY

<i>Type of institution attended</i>	<i>Last attended a Government school</i> '000	<i>Last attended a non-government school</i> '000	<i>Total</i> '000	<i>Last attended a Government school</i> %	<i>Last attended a non-government school</i> %
EMPLOYED					
Attending May 1996	44.6	32.9	77.6	57.5	42.4
Bachelor degree or higher	13.6	19.9	33.5	40.6	59.4
Undergraduate diploma	*2.7	*0.1	*2.8	96.4	3.6
Associate diploma	5.9	*1.8	7.7	76.6	23.4
Skilled vocational course	18.4	8.4	26.9	68.4	31.2
Basic vocational course	*2.4	*1.0	*3.4	70.6	29.4
Other study(a)	*1.6	*1.7	*3.3	48.5	51.5
Not attending	60.0	14.7	74.7	80.3	19.7
<b>Total</b>	<b>104.6</b>	<b>47.6</b>	<b>152.2</b>	<b>68.7</b>	<b>31.3</b>
UNEMPLOYED					
Attending May 1996	12.9	*3.7	16.6	77.7	22.3
Bachelor degree or higher	*2.2	*2.6	*4.8	45.8	54.2
Undergraduate diploma	*0.4	*0.0	*0.4	100.0	*0.0
Associate diploma	*2.8	*0.9	*3.7	75.7	24.3
Skilled vocational course	*1.9	*0.3	*2.2	86.4	13.6
Basic vocational course	*1.8	*0.0	*1.8	100.0	*0.0
Other study(a)	*3.7	*0.0	*3.7	100.0	0.0
Not attending	29.0	*3.7	32.7	88.7	11.3
<b>Total</b>	<b>41.8</b>	<b>7.4</b>	<b>49.3</b>	<b>84.8</b>	<b>15.0</b>
TOTAL IN LABOUR FORCE					
Attending May 1996	57.5	36.6	94.1	61.1	38.9
Bachelor degree or higher	15.9	22.4	38.3	41.5	58.5
Undergraduate diploma	*3.1	*0.1	*3.2	96.9	3.1
Associate diploma	8.7	*2.7	11.4	76.3	23.7
Skilled vocational course	20.3	8.7	29.0	70.0	30.0
Basic vocational course	*4.2	*1.0	*5.2	80.8	19.2
Other study(a)	*5.3	*1.7	7.0	75.7	24.3
Not attending	89.0	18.4	107.4	82.9	17.1
<b>Total</b>	<b>146.5</b>	<b>55.1</b>	<b>201.5</b>	<b>72.7</b>	<b>27.3</b>
NOT IN THE LABOUR FORCE					
Attending May 1996	35.7	23.8	59.5	60.0	40.0
Bachelor degree or higher	17.4	14.1	31.5	55.2	44.8
Undergraduate diploma	*1.6	*0.7	*2.3	69.6	30.4
Associate diploma	*4.9	5.4	10.3	47.6	52.4
Skilled vocational course	*4.9	*1.2	6.0	81.7	20.0
Basic vocational course	*2.8	*0.8	*3.5	80.0	22.9
Other study(a)	*4.2	*1.7	5.8	72.4	29.3
Not attending	6.0	*2.1	8.2	73.2	25.6
<b>Total</b>	<b>41.7</b>	<b>25.9</b>	<b>67.6</b>	<b>61.7</b>	<b>38.3</b>
TOTAL					
Attending May 1996	93.2	60.4	153.6	60.7	39.3
Bachelor degree or higher	33.2	36.5	69.8	47.6	52.3
Undergraduate diploma	*4.7	*0.8	5.5	85.5	14.5
Associate diploma	13.6	8.1	21.7	62.7	37.3
Skilled vocational course	25.2	9.9	35.0	72.0	28.3
Basic vocational course	7.0	*1.7	8.7	80.5	19.5
Other study(a)	9.4	*3.4	12.9	72.9	26.4
Not attending	95.0	20.6	115.6	82.2	17.8
<b>Total</b>	<b>188.2</b>	<b>81.0</b>	<b>269.1</b>	<b>69.9</b>	<b>30.1</b>

(a) Includes secondary school courses, and courses of less than one semester full-time study that are not intended to result in a qualification.

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

## EDUCATIONAL ATTAINMENT

In May 1996 there were an estimated 8,967,100 persons aged 15 to 64 in the labour force, of whom 4,399,000 (49.1%) were without post-school qualifications; 4,326,500 (48.2%) had post-school qualifications; and a further 241,600 (2.7%) were still at school.

Persons in the labour force with a post-school qualification comprised: 1,482,200 (34.0%) with a skilled vocational qualification; 1,358,900 (31.4%) with a bachelor degree or higher; 890,700 (20.6%) with an undergraduate or associate diploma; and 594,600 (13.7%) with a basic vocational qualification.

## 2.14 LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, MAY 1996

	<i>Employed</i>			<i>Unemployed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Total</i>	<i>Unemployment rate</i>	<i>Participation rate</i>
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>						
	'000	'000	'000	'000	'000	'000	'000	%	%
MALES									
With post-school qualifications	2 297.8	175.4	2 473.2	134.0	2 607.3	237.2	2 844.5	5.1	91.7
Higher degree	107.6	8.2	115.8	*5.3	121.1	8.7	129.8	*4.4	93.3
Postgraduate diploma	92.8	7.6	100.4	*2.5	103.0	5.4	108.3	*2.5	95.0
Bachelor degree	445.6	39.6	485.2	21.3	506.5	39.4	545.9	4.2	92.8
Undergraduate diploma	83.9	11.1	95.0	*3.8	98.9	10.4	109.2	*3.9	90.5
Associate diploma	345.8	30.0	375.8	24.1	399.9	42.8	442.6	6.0	90.3
Skilled vocational qualification	1 135.9	65.9	1 201.8	64.3	1 266.1	122.1	1 388.2	5.1	91.2
Basic vocational qualification	86.3	12.9	99.2	12.6	111.8	8.5	120.4	11.3	92.9
Without post-school qualifications(a)	1 860.2	244.5	2 104.8	285.0	2 389.7	492.0	2 881.7	11.9	82.9
Completed highest level of school	639.1	135.4	774.5	89.1	863.6	168.9	1 032.5	10.3	83.6
Did not complete highest level of school	1 219.6	109.1	1 328.7	195.9	1 524.6	320.6	1 845.2	12.9	82.6
Never attended school	*1.5	*0.0	*1.5	*0.0	*1.5	*2.5	*4.0	*0.0	*37.7
Still at school	*0.6	78.0	78.6	21.7	100.4	214.5	314.9	21.7	31.9
<i>Total</i>	<i>4 158.7</i>	<i>498.0</i>	<i>4 656.6</i>	<i>440.7</i>	<i>5 097.4</i>	<i>943.7</i>	<i>6 041.1</i>	<i>8.7</i>	<i>84.4</i>
FEMALES									
With post-school qualifications	1 046.5	576.1	1 622.6	96.6	1 719.2	527.1	2 246.3	5.6	76.5
Higher degree	49.0	10.9	59.8	*3.1	63.0	7.4	70.4	*5.0	89.4
Postgraduate diploma	86.5	35.7	122.1	*2.8	124.9	19.0	143.9	*2.2	86.8
Bachelor degree	285.0	138.8	423.8	16.7	440.5	106.3	546.8	3.8	80.6
Undergraduate diploma	103.8	63.2	167.0	7.5	174.5	51.4	225.8	4.3	77.3
Associate diploma	137.1	69.7	206.7	10.7	217.5	67.4	284.9	4.9	76.4
Skilled vocational qualification	121.5	77.5	199.0	17.1	216.1	96.3	312.4	7.9	69.2
Basic vocational qualification	263.7	180.4	444.1	38.6	482.7	179.3	662.1	8.0	72.9
Without post-school qualifications(a)	960.1	856.7	1 816.8	192.5	2 009.3	1 425.2	3 434.5	9.6	58.5
Completed highest level of school	376.3	297.3	673.6	72.1	745.7	345.4	1 091.1	9.7	68.3
Did not complete highest level of school	583.1	558.7	1 141.7	120.4	1 262.1	1 076.9	2 339.1	9.5	54.0
Never attended school	*0.8	*0.7	*1.5	*0.0	*1.5	*2.8	*4.3	*0.0	*34.7
Still at school	*1.8	113.0	114.8	26.4	141.2	179.1	320.3	18.7	44.1
<i>Total</i>	<i>2 008.4</i>	<i>1 545.8</i>	<i>3 554.2</i>	<i>315.5</i>	<i>3 869.7</i>	<i>2 131.3</i>	<i>6 001.1</i>	<i>8.2</i>	<i>64.5</i>

(a) Includes persons who never attended school.

...continued



## 2.14 LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, MAY 1996 — continued

	Employed			Unemployed	Labour force	Not in labour force	Total	Unemployment rate	Participation rate
	Full-time	Part-time	Total						
	'000	'000	'000	'000	'000	'000	'000	%	%
PERSONS									
With post-school qualifications	3 344.3	751.6	4 095.9	230.6	4 326.5	764.3	5 090.8	5.3	85.0
Higher degree	156.6	19.0	175.6	8.4	184.0	16.1	200.2	4.6	91.9
Postgraduate diploma	179.3	43.3	222.6	5.3	227.9	24.4	252.3	2.3	90.3
Bachelor degree	730.6	178.4	909.0	38.0	947.0	145.7	1 092.7	4.0	86.7
Undergraduate diploma	187.7	74.3	262.0	11.3	273.3	61.7	335.0	4.1	81.6
Associate diploma	482.8	99.7	582.6	34.8	617.4	110.1	727.5	5.6	84.9
Skilled vocational qualification	1 257.4	143.4	1 400.8	81.5	1 482.2	218.4	1 700.6	5.5	87.2
Basic vocational qualification	350.0	193.3	543.3	51.2	594.6	187.9	782.4	8.6	76.0
Without post-school qualifications(a)	2 820.4	1 101.2	3 921.6	477.4	4 399.0	1 917.1	6 316.2	10.9	69.6
Completed highest level of school	1 015.4	432.7	1 448.2	161.2	1 609.3	514.3	2 123.6	10.0	75.8
Did not complete highest level of school	1 802.7	667.8	2 470.5	316.3	2 786.7	1 397.5	4 184.3	11.3	66.6
Never attended school	*2.3	*0.7	*3.0	*0.0	*3.0	*5.3	8.3	*0.0	*36.1
Still at school	*2.4	191.0	193.4	48.2	241.6	393.6	635.2	19.9	38.0
<b>Total</b>	<b>6 167.1</b>	<b>2 043.8</b>	<b>8 210.9</b>	<b>756.2</b>	<b>8 967.1</b>	<b>3 075.0</b>	<b>12 042.1</b>	<b>8.4</b>	<b>74.5</b>

(a) Includes persons who never attended school.

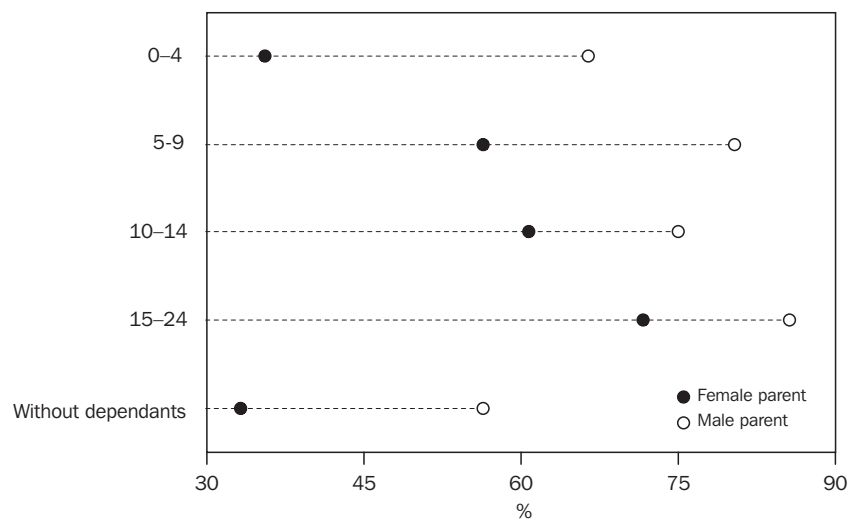
Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

### FAMILIES

In June 1996, 52.2% of couple families had both partners in the labour force and 27.2% had only one partner in the labour force. For couple families with dependants, 60.5% had both partners in the labour force and 35.3% had one partner only in the labour force. In 93.9% of this second group, the partner in the labour force was the husband. Of couple families without dependents, 44.5% had both partners in the labour force, with a further 19.8% having only one partner in the labour force.

In 50.3% of one parent families, the parent was in the labour force. For one parent families with a female parent, 47.0% had the parent in the labour force. In one parent families with dependants, 55.5% had the parent in the labour force. In one parent families without dependants, 38.1% had the parent in the labour force.

## 2.15 ONE PARENT FAMILIES, PROPORTION WITH PARENT IN LABOUR FORCE, AGE OF YOUNGEST DEPENDANT, JUNE 1996



Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

## 2.16 LABOUR FORCE STATUS, RELATIONSHIP IN HOUSEHOLD, JUNE 1996(a)

	<i>Employed</i>		<i>Unemployed</i>						
	<i>Full-time</i>	<i>Total</i>	<i>Looking for full time work</i>	<i>Total</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Civilian population aged 15 and over</i>	<i>Unem- ployment rate</i>	<i>Parti- cipation rate</i>
	'000	'000	'000	'000	'000	'000	'000	%	%
MALES									
Family member	3 419.6	3 860.9	274.5	317.2	4 178.1	1 383.9	5 562.0	7.6	75.1
Husband									
With dependants	1 676.8	1 769.7	102.1	107.9	1 877.6	126.0	2 003.5	5.7	93.7
Without dependants	1 100.0	1 217.6	57.1	63.8	1 281.4	845.4	2 126.8	5.0	60.2
Total husband	2 776.7	2 987.3	159.2	171.7	3 159.0	971.4	4 130.4	5.4	76.5
Lone parent									
With dependants	38.1	43.1	3.8	4.2	47.3	13.9	61.2	9.0	77.3
Without dependants	18.2	20.0	*2.0	*2.5	22.5	17.5	40.0	*11.0	56.2
Total lone parent	56.3	63.1	5.8	6.7	69.8	31.4	101.2	9.6	69.0
Dependent student(b)	5.3	139.8	4.9	28.6	168.3	256.2	424.5	17.0	39.7
Non-dependent child(c)	511.0	586.8	89.3	92.9	679.7	73.5	753.2	13.7	90.2
Other family person	70.3	84.0	15.2	17.3	101.2	51.5	152.7	17.1	66.3
Non-family member	654.2	741.1	86.3	93.7	834.8	329.5	1 164.3	11.2	71.7
Lone person	326.3	362.5	45.5	48.7	411.2	243.3	654.5	11.9	62.8
Not living alone	327.8	378.6	40.8	45.0	423.6	86.3	509.9	10.6	83.1
Total	4 073.8	4 602.0	360.8	410.9	5 012.9	1 713.4	6 726.3	8.2	74.5
FEMALES									
Family member	1 567.1	2 939.4	146.0	236.1	3 175.5	2 484.7	5 660.2	7.4	56.1
Wife									
With dependants	494.2	1 147.6	42.2	74.5	1 222.0	728.3	1 950.3	6.1	62.7
Without dependants	629.9	967.8	31.8	44.9	1 012.7	1 081.8	2 094.4	4.4	48.4
Total wife	1 124.1	2 115.3	74.0	119.4	2 234.7	1 810.1	4 044.8	5.3	55.2
Lone parent									
With dependants	91.5	176.2	22.8	36.7	212.9	194.3	407.3	17.2	52.3
Without dependants	33.2	48.7	4.2	4.9	53.6	106.3	160.0	9.2	33.5
Total lone parent	124.8	224.9	27.0	41.6	266.6	300.6	567.2	15.6	47.0
Dependent student(b)	*1.8	181.4	*2.6	29.0	210.4	218.4	428.9	13.8	49.1
Non-dependent child(c)	277.7	363.7	34.7	38.1	401.8	49.8	451.6	9.5	89.0
Other family person	38.7	54.0	7.6	8.0	62.0	105.7	167.7	12.9	37.0
Non-family member	397.6	535.6	40.1	48.8	584.4	601.8	1 186.1	8.4	49.3
Lone person	192.6	260.0	18.5	22.1	282.1	525.0	807.1	7.8	35.0
Not living alone	205.0	275.5	21.5	26.8	302.3	76.7	379.0	8.9	79.8
Total	1 964.6	3 475.0	186.0	284.9	3 759.9	3 086.4	6 846.3	7.6	54.9

(a) Civilians who were residents of households where family status was determined.

(b) Excludes persons aged 20–24 attending school. Also excludes sons or daughters aged 15–24 who are classified as husbands, wives or lone parents.

(c) Aged 15 and over.

...continued

## 2.16 LABOUR FORCE STATUS, RELATIONSHIP IN HOUSEHOLD, JUNE 1996(a) — continued

	<i>Employed</i>		<i>Unemployed</i>		<i>Labour force</i>	<i>Not in labour force</i>	<i>Civilian population aged 15 and over</i>	<i>Unemployment rate</i>	<i>Participation rate</i>
	<i>Full-time</i>	<i>Total</i>	<i>Looking for full time work</i>	<i>Total</i>					
	'000	'000	'000	'000	'000	'000	'000	%	%
PERSONS									
Family member	4 986.7	6 800.3	420.5	553.3	7 353.6	3 868.5	11 222.2	7.5	65.5
Husband or wife									
With dependants	2 171.0	2 917.2	144.3	182.4	3 099.6	854.3	3 953.9	5.9	78.4
Without dependants	1 729.8	2 185.4	88.9	108.7	2 294.1	1 927.2	4 221.3	4.7	54.3
Total husband or wife	3 900.8	5 102.6	233.2	291.1	5 393.7	2 781.5	8 175.1	5.4	66.0
Lone parent									
With dependants	129.7	219.3	26.6	41.0	260.3	208.2	468.4	15.7	55.6
Without dependants	51.4	68.7	6.3	7.4	76.1	123.8	200.0	9.7	38.1
Total lone parent	181.1	288.0	32.9	48.4	336.4	332.0	668.4	14.4	50.3
Dependent student(b)	7.1	321.2	7.6	57.6	378.8	474.6	853.4	15.2	44.4
Non-dependent child(c)	788.7	950.5	124.0	131.0	1 081.5	123.3	1 204.8	12.1	89.8
Other family person	109.0	138.0	22.8	25.3	163.3	157.1	320.4	15.5	51.0
Non-family member	1 051.7	1 276.6	126.4	142.5	1 419.2	931.3	2 350.5	10.0	60.4
Lone person	518.9	622.5	64.0	70.8	693.3	768.3	1 461.6	10.2	47.4
Not living alone	532.8	654.1	62.4	71.7	725.9	163.0	888.9	9.9	81.7
<b>Total</b>	<b>6 038.4</b>	<b>8 076.9</b>	<b>546.9</b>	<b>695.8</b>	<b>8 772.8</b>	<b>4 799.8</b>	<b>13 572.6</b>	<b>7.9</b>	<b>64.6</b>

(a) Civilians who were residents of households where family status was determined.

(b) Excludes persons aged 20–24 attending school. Also excludes sons or daughters aged 15–24 who are classified as husbands, wives or lone parents.

(c) Aged 15 and over.

Source: *Labour Force Status and Other Characteristics of Families, Australia* (Cat. no. 6224.0).

## 2.17 NUMBER OF FAMILY MEMBERS EMPLOYED, NUMBER OF DEPENDANTS, JUNE 1996

	<i>None</i>	<i>One</i>	<i>Two or more</i>	<i>Total</i>
<i>Number of dependants</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>	<i>'000</i>
COUPLE FAMILY				
None	707.4	413.0	996.0	2 116.5
One	45.4	177.9	410.6	633.9
Two	48.0	271.3	512.0	831.4
Three	24.4	126.4	218.8	369.6
Four or more	19.4	53.0	55.8	128.2
<i>Total</i>	<i>844.5</i>	<i>1 041.7</i>	<i>2 193.3</i>	<i>4 079.5</i>
ONE PARENT FAMILY WITH A MALE PARENT				
None	8.6	15.4	16.9	40.8
One	10.6	24.8	6.0	41.4
Two	3.7	9.1	*1.5	14.2
Three or more	*1.5	*2.4	*1.0	5.0
<i>Total</i>	<i>24.4</i>	<i>51.7</i>	<i>25.4</i>	<i>101.4</i>
ONE PARENT FAMILY WITH A FEMALE PARENT				
None	40.4	74.1	49.5	163.9
One	91.2	83.3	26.8	201.3
Two	69.4	56.7	14.6	140.7
Three	29.2	13.0	*3.5	45.8
Four or more	13.1	5.0	*0.7	18.8
<i>Total</i>	<i>243.3</i>	<i>232.1</i>	<i>95.1</i>	<i>570.6</i>
ONE PARENT FAMILY TOTAL				
None	49.0	89.5	66.3	204.8
One	101.8	108.1	32.9	242.7
Two	73.1	65.7	16.1	155.0
Three	30.4	14.6	4.2	49.2
Four or more	13.5	5.8	*1.0	20.3
<i>Total</i>	<i>267.7</i>	<i>283.8</i>	<i>120.5</i>	<i>672.0</i>
OTHER FAMILY				
None	22.8	24.6	35.1	82.5
<i>Total</i>	<i>22.8</i>	<i>24.6</i>	<i>35.1</i>	<i>82.5</i>
TOTAL				
None	779.2	527.1	1 097.4	2 403.7
One	147.2	286.0	443.5	876.6
Two	121.1	337.1	528.1	986.3
Three	54.7	141.1	223.1	418.8
Four or more	32.9	58.8	56.8	148.5
<i>Total</i>	<i>355.9</i>	<i>823.0</i>	<i>1 251.5</i>	<i>2 430.3</i>
<b>Total</b>	<b>1 135.0</b>	<b>1 350.1</b>	<b>2 348.9</b>	<b>4 834.0</b>

Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

## 2.18 LABOUR FORCE STATUS OF COUPLE FAMILIES, JUNE 1996

	<i>Wife employed</i>	<i>Wife unemployed</i>	<i>Wife in the labour force</i>	<i>Wife not in the labour force</i>	<i>Total</i>
	'000	'000	'000	'000	'000
HUSBAND EMPLOYED					
Families with dependants	1 093.0	53.9	1 146.9	586.7	1 733.6
Age of youngest dependant					
0-4	368.9	22.1	391.0	359.2	750.2
5-9	277.4	15.8	293.2	109.4	402.6
10-14	283.8	10.6	294.4	76.9	371.2
15-24	162.8	5.5	168.4	41.3	209.6
Families without dependants	881.5	26.7	908.2	301.8	1 210.0
<i>Total</i>	<i>1 974.5</i>	<i>80.6</i>	<i>2 055.1</i>	<i>888.5</i>	<i>2 943.6</i>
HUSBAND UNEMPLOYED					
Families with dependants	26.9	14.6	41.5	64.8	106.3
Age of youngest dependant					
0-4	9.9	4.9	14.9	42.8	57.6
5-9	7.2	4.7	11.9	9.8	21.7
10-14	5.6	*3.0	8.5	6.6	15.1
15-24	4.2	*2.0	6.2	5.6	11.8
Families without dependants	19.8	13.3	33.0	30.3	63.4
<i>Total</i>	<i>46.6</i>	<i>27.9</i>	<i>74.5</i>	<i>95.1</i>	<i>169.7</i>
HUSBAND IN THE LABOUR FORCE					
Families with dependants	1 119.9	68.6	1 188.4	651.5	1 839.9
Age of youngest dependant					
0-4	378.9	27.0	405.9	402.0	807.8
5-9	284.6	20.4	305.1	119.2	424.3
10-14	289.4	13.5	302.9	83.5	386.4
15-24	167.0	7.6	174.6	46.9	221.4
Families without dependants	901.3	40.0	941.2	332.1	1 273.3
<i>Total</i>	<i>2 021.1</i>	<i>108.5</i>	<i>2 129.7</i>	<i>983.6</i>	<i>3 113.2</i>
HUSBAND NOT IN THE LABOUR FORCE					
Families with dependants	35.5	6.5	42.0	81.2	123.1
Age of youngest dependant					
0-4	10.1	*1.8	11.8	26.4	38.3
5-9	6.8	*2.2	9.0	14.8	23.9
10-14	10.2	*1.2	11.4	16.0	27.4
15-24	8.4	*1.3	9.8	23.8	33.6
Families without dependants	81.1	5.3	86.4	756.8	843.1
<i>Total</i>	<i>116.6</i>	<i>11.8</i>	<i>128.4</i>	<i>837.9</i>	<i>966.3</i>
TOTAL					
Families with dependants	1 155.4	75.0	1 230.4	732.6	1 963.0
Age of youngest dependant					
0-4	388.9	28.8	417.7	428.4	846.1
5-9	291.4	22.7	314.1	134.1	448.2
10-14	299.6	14.7	314.3	99.5	413.7
15-24	175.4	8.9	184.3	70.7	255.0
Families without dependants	982.3	45.3	1 027.6	1 088.9	2 116.5
<b>Total</b>	<b>2 137.7</b>	<b>120.3</b>	<b>2 258.0</b>	<b>1 821.5</b>	<b>4 079.5</b>

Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

## 2.19 LABOUR FORCE STATUS OF ONE PARENT FAMILIES, JUNE 1996

	<i>Parent employed</i>		<i>Parent unemployed</i>	<i>Parent in the labour force</i>	<i>Parent not in the labour force</i>	<i>Total</i>
	<i>Full time</i>	<i>Total</i>				
	'000	'000	'000	'000	'000	'000
With dependants	129.2	218.7	40.6	259.3	207.9	467.2
Age of youngest dependant						
0-4	18.5	43.5	13.7	57.2	95.6	152.8
5-9	26.9	55.9	10.5	66.3	47.0	113.4
10-14	40.9	64.8	9.4	74.2	43.6	117.8
15-24	42.9	54.6	7.0	61.6	21.7	83.3
Without dependants	52.6	70.2	7.6	77.8	127.0	204.8
<b>Total</b>	<b>181.8</b>	<b>288.9</b>	<b>48.2</b>	<b>337.1</b>	<b>334.9</b>	<b>672.0</b>

Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

### PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE

In the following tables, persons who had re-entered the labour force refers to persons who were employed or unemployed in July 1995 following a period of being out of the labour force for at least twelve months duration that finished within the last twelve months, and had worked continuously for at least twelve months at some earlier time.

The number of persons who had re-entered the labour force and were working increased from 69,000 in May 1993 to 80,600 in July 1995. Over the same period, there was a decrease in the number of persons who had re-entered the labour force and who were looking for work, from 45,400 in May 1993 to 25,100 in July 1995.

Re-entrants represented 1.2% of the labour force at July 1995. In July 1995, some 76.3% of re-entrants were working, compared with 60.3% in May 1993 and 75.9% in May 1990.

For all re-entrants, financial reasons were the main reason for wanting to work again, given by 53.6% of female re-entrants and 52.3% of male re-entrants.

Of the 80,600 persons who had re-entered the labour force and were working:

- 71.2% were working part-time;
- 19.6% were working in the Retail trade industry and 13.5% were working in the Health and community services industry;
- 28.2% were Sales persons and personal service workers and 24.9% were Clerks;
- Most (69.0%) were aged between 25 and 44 years, and 16.6% were aged 45-54 years.

## 2.20 SELECTED CHARACTERISTICS, JULY 1995

	Full-time workers		Part-time workers		Total	
	Females	Persons	Females	Persons	Females	Persons
	'000	'000	'000	'000	'000	'000
<b>Age group (years)</b>						
15-24	* 1.5	* 1.9	* 3.0	* 3.9	4.5	5.9
25-34	5.6	7.3	19.4	20.4	24.9	27.7
35-44	6.1	8.8	18.3	19.1	24.4	27.9
45-54	*3.0	*4.0	8.0	9.4	10.9	13.4
55 and over	*1.1	*1.1	*2.9	4.7	*4.0	5.8
<b>Industry at July 1995(a)</b>						
Agriculture, forestry and fishing	* 1.4	*1.4	*2.8	*3.7	*4.2	5.1
Manufacturing	*2.6	*3.9	*2.8	*3.0	5.4	6.8
Retail trade	*2.2	*3.7	10.8	12.1	13.0	15.8
Accommodation, cafes and restaurants	*0.2	*0.2	4.9	5.0	5.1	5.2
Property and business services	* 1.9	*2.6	6.2	6.3	8.1	8.9
Health and community services	* 3.5	* 3.5	6.7	7.3	10.2	10.9
Other(a)	5.5	7.8	17.3	20.0	22.7	27.8
<b>Main reasons for wanting to work again</b>						
Financial reasons	10.4	12.9	26.4	29.4	36.8	42.3
Boredom/needed another interest	*1.7	*2.0	8.7	9.9	10.4	11.9
To help in family business/bought business	*0.6	*0.6	6.1	6.8	6.7	7.5
Children gone to school/no longer needed to look after children	*2.0	*2.0	*3.5	*3.5	5.5	5.5
Other(b)	*2.5	5.7	6.8	7.8	9.3	13.5
<b>Total</b>	<b>17.3</b>	<b>23.1</b>	<b>51.5</b>	<b>57.4</b>	<b>68.7</b>	<b>80.6</b>

(a) Includes 'Construction', 'Mining', 'Electricity, gas and water services', 'Transport and storage', 'Communication', 'Government administration and defence', 'Wholesale trade', 'Finance and insurance', 'Education', 'Cultural and recreational services' and 'Personal and other services'.

(b) Includes 'returned after own illness or injury', 'completed studies', 'finished unpaid leave' and 'other'.

Source: Persons Who Had Re-entered the Labour Force, Australia (Cat. no. 6264.0.40.001).



## 2.21 LABOUR FORCE ACTIVITY

	April 1988			April 1991			September 1994		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Labour force status</b>									
In the labour force	4 711.3	3 239.6	7 950.8	4 979.8	3 586.9	8 566.7	5 057.5	3 818.0	8 875.5
Not in the labour force									
Did not leave the labour force in the last 12 months	895.8	2 130.9	3 026.7	952.9	2 086.0	3 038.9	989.8	1 992.5	2 982.3
Left the labour force in the last 12 months									
Total left the labour force in the last 12 months	162.6	363.7	526.3	192.9	370.2	563.1	245.3	441.2	686.5
Last labour force activity, working									
Intended to return	58.3	130.3	188.6	68.5	130.9	199.4	77.0	132.5	209.5
Might return	6.8	26.2	33.0	10.1	26.7	36.8	14.4	45.0	59.4
Did not intend to return	32.6	64.0	96.6	32.0	58.8	90.8	28.4	39.0	67.4
Did not know/not asked	*3.4	10.2	13.7	*2.6	10.1	12.7	*3.6	7.8	11.4
Total	101.1	230.8	331.9	113.1	226.6	339.7	123.3	224.4	347.7
Last labour force activity, looking for work									
Intended to return	43.0	97.6	140.6	70.0	120.0	189.9	99.1	188.3	287.4
Might return	*2.3	5.0	7.3	4.9	9.2	14.1	11.6	18.6	30.3
Did not intend to return	*3.6	6.2	9.8	*4.1	10.9	14.9	7.6	7.1	14.7
Did not know/not asked	12.5	24.1	36.7	*0.7	*3.6	*4.4	*3.7	*2.8	6.5
Total	61.4	132.9	194.4	79.7	143.7	223.4	122.0	216.8	338.8
Total not in the labour force	1 058.4	2 494.6	3 553.0	1 145.7	2 456.3	3 602.0	1 235.1	2 433.7	3 668.8
Total aged 15–64	5 769.6	5 734.2	11 503.8	6 125.5	6 043.2	12 168.7	6 292.7	6 251.7	12 544.3

Source: Persons Who Have Left The Labour Force, Australia (Cat. no. 6267.0.40.001).

### RETIREMENT AND RETIREMENT INTENTIONS

In November 1994, there were an estimated 5,613,700 persons aged 45 and over usually resident in Australia. Of these persons, 3,021,600 (53.8%) had retired from full-time work, 2,105,300 (37.5%) had not retired from full-time work, and 486,800 (8.7%) had never worked full-time and did not intend to work full-time.

Of those who had not retired from full-time work, 1,897,000 (90.1%) intended to retire from full-time work and 208,300 did not intend to retire from full-time work.

In November 1994, of the 1,226,500 males aged 45 and over who had retired from full-time work, 25.6% had retired aged 65 and over; 52.0% had retired aged 55 to 64; 15.1% had retired aged 45 to 54; and 7.3% had retired aged less than 45.

The proportion of males who retired aged 55 and over has declined gradually since November 1989, falling from 81.9% in November 1989 to 78.7% in October 1992 and 77.6% in November 1994.

# RETIREMENT AND RETIREMENT INTENTIONS *continued*

In contrast, of the 1,795,100 females aged 45 and over who were retired from full-time work at November 1994, 2.9% had retired aged 65 and over; 20.2% had retired aged 55 to 64; 19.9% had retired aged 45 to 54; and 56.9% had retired aged less than 45. The proportion of females retiring aged 55 and over has increased from 20.7% in November 1989 to 21.8% in October 1992 and 23.1% in November 1994.

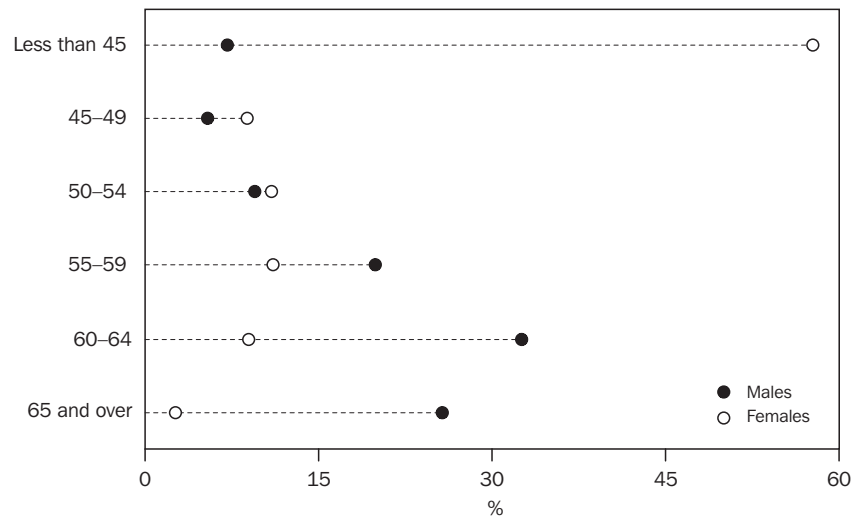
In November 1994, males who had retired from full-time work aged 45 years or more, reported their main source of income as invalid, age, or sole parent's pension (28.9%); superannuation, life assurance, and/or other retirement schemes (15.5%); investments, interest, stocks, debentures, etc. (11.3%); and sickness, special and other benefits (11.4%). For females, who retired aged 45 or more, the main sources of income most frequently reported were someone else's income, pension or superannuation (38.4%); invalid, age, sole parent's or widow's pension (25.5%); and part-time work (7.6%).

In November 1994, 53.2% of persons who had retired from full-time work at age 45 years or more belonged to a retirement scheme, compared with 47.0% in October 1992. The increase in the level of retirement scheme membership reflected an increased level of superannuation cover. In 1994, 50.5% of persons who had retired from full-time work aged 45 or more reported that they had superannuation cover, compared with 43.3% in October 1992.

In November 1994, there were 1,897,000 persons aged 45 and over who intended to retire from full-time work. Of the 1,319,200 males who intended to retire, 42.4% intended to retire aged 65 and over; 28.2% intended to retire aged 55 to 64 years; and 28.4% did not know at what age they intended to retire. Of the 577,800 females aged 45 and over who intended to retire, 11.2% intended to retire aged 65 and over; 51.2% intended to retire aged 55 to 64; and 32.1% did not know at what age they intended to retire.

## 2.22

### AGE AT RETIREMENT FROM FULL-TIME WORK, NOVEMBER 1994



Source: Retirement and Retirement Intentions, Australia (Cat. no. 6238.0.40.001).

## 2.23

### PERSONS WHO RETIRED FROM FULL-TIME WORK, AGE AT RETIREMENT

	November 1989			October 1992			November 1994		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Age at retirement	'000	'000	'000	'000	'000	'000	'000	'000	'000
Less than 45	59.7	972.2	1 031.9	78.4	1 004.8	1 083.2	89.0	1 021.8	1 110.8
45-49	38.4	122.2	160.6	50.4	124.0	174.4	67.2	160.0	227.1
50-54	90.6	175.7	266.3	110.2	183.4	293.5	118.3	197.4	316.3
55-59	192.2	149.0	341.2	215.3	159.1	374.5	243.0	198.7	441.7
60-64	368.5	136.0	504.4	374.1	154.8	528.9	395.4	163.9	559.3
65-69	258.7	39.5	298.2	260.5	43.6	304.0	275.2	41.8	317.1
70 and over	31.9	7.4	39.2	32.4	9.1	41.5	38.4	10.9	49.3
<b>Total</b>	<b>1 040.0</b>	<b>1 602.0</b>	<b>2 641.9</b>	<b>1 121.3</b>	<b>1 678.8</b>	<b>2 800.1</b>	<b>1 226.5</b>	<b>1 795.1</b>	<b>3 021.6</b>

Source: Retirement and Retirement Intentions, Australia (Cat. no. 6238.0.40.001).

## 2.24 PERSONS WHO HAD RETIRED FROM FULL-TIME WORK, SELECTED CHARACTERISTICS

	November 1989			October 1992			November 1994		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	%	%	%	%	%	%	%	%	%
Retirement scheme membership									
Belonged to a retirement scheme	52.8	24.7	41.8	57.5	31.0	47.0	61.1	41.6	53.2
Had superannuation cover	48.3	22.1	38.1	52.6	28.7	43.3	57.7	39.9	50.5
In last full-time job	47.4	21.4	37.2	51.1	27.2	41.7	55.7	35.7	47.6
In some previous job	0.9	0.7	0.8	1.6	1.5	1.6	2.0	4.2	2.9
Had life assurance or other schemes	4.5	2.6	3.8	4.8	2.3	3.8	3.4	1.6	2.7
Did not belong to a retirement scheme	47.2	75.3	58.2	42.5	69.1	52.9	38.9	58.4	46.8
Main source of income at retirement									
Superannuation	15.8	3.5	11.0	15.9	4.4	11.4	14.4	4.1	10.3
Life assurance, other retirement schemes	*0.4	*0.3	0.4	0.8	*0.1	0.5	1.1	0.5	0.8
Invalid, age, sole parent's, widow's pension	35.3	30.0	33.3	30.5	28.5	29.7	28.9	25.5	27.5
War disability, repatriation, service, war widow's pension	12.0	4.1	8.9	10.2	4.1	7.8	9.6	3.0	6.9
Sickness, special and other benefits(a)	..	..	..	9.2	3.0	6.7	11.4	5.3	9.0
Rent, farm, business, property(a)	..	..	..	3.2	2.4	2.9	2.8	2.0	2.5
Investments, interest, stocks, debentures, etc.	14.2	7.4	11.5	13.7	7.8	11.4	11.3	6.0	9.2
Savings, sale of assets	9.2	6.5	8.1	8.1	5.8	7.2	9.9	6.2	8.4
Part-time work	3.9	4.7	4.2	3.6	6.3	4.7	4.5	7.6	5.8
Someone else's income	2.6	41.0	17.6	2.6	36.1	15.8	4.3	38.4	18.1
Other (including accumulated leave and compensation)	6.5	2.6	5.0	2.1	1.3	1.8	1.8	1.3	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Total</b>	<b>980.3</b>	<b>629.7</b>	<b>1 610.0</b>	<b>1 042.8</b>	<b>674.0</b>	<b>1 716.8</b>	<b>1 137.5</b>	<b>773.3</b>	<b>1 910.8</b>

(a) Included in 'Other' category prior to October 1992.

Source: Retirement and Retirement Intentions, Australia (Cat. no. 6238.0.40.001).

## 2.25 PERSONS WHO INTENDED TO RETIRE FROM FULL-TIME WORK(a), NOVEMBER 1994

	Males	Females	Persons	Males	Females	Persons
Intended retirement age	'000	'000	'000	%	%	%
45-49	*0.7	*3.8	*4.5	*0.1	*0.7	*0.2
50-54	12.4	28.2	40.6	0.9	4.9	2.1
55-59	159.4	114.3	273.7	12.1	19.8	14.4
60-64	212.8	181.6	394.4	16.1	31.4	20.8
65-69	535.1	60.0	595.1	40.6	10.4	31.4
70 and over	24.0	*4.5	28.5	1.8	*0.8	1.5
Did not know	374.9	185.3	560.2	28.4	32.1	29.5
<b>Total</b>	<b>1 319.2</b>	<b>577.8</b>	<b>1 897.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes persons who were institutionalised or permanently unable to work. (They were not in the scope of the survey.)

Source: Retirement and Retirement Intentions, Australia (Cat. no. 6238.0.40.001).

## SURVEY OF EMPLOYMENT AND UNEMPLOYMENT PATTERNS (SEUP)

This section presents results from the first two years of the Survey of Employment and Unemployment Patterns (SEUP) that cast new light on the labour market. The SEUP is a new survey that tracks the employment (or unemployment) history of the same group of people over three years, from September 1994 to September 1997. By tracking the same people over time, the SEUP brings out the dynamics of the job market so it is easier to identify patterns and draw conclusions about how events are related.

A key feature of the SEUP is a focus on the experiences of Jobseekers. Broadly speaking, Jobseekers are persons aged 15 to 59 years who, at May 1995, were either unemployed, working part-time but wanting a job with more hours, or were not in the labour force and were identified as likely to join the labour force in the near future. In addition to Jobseekers, the survey includes a general population (or control) group and a group of known labour market program participants.

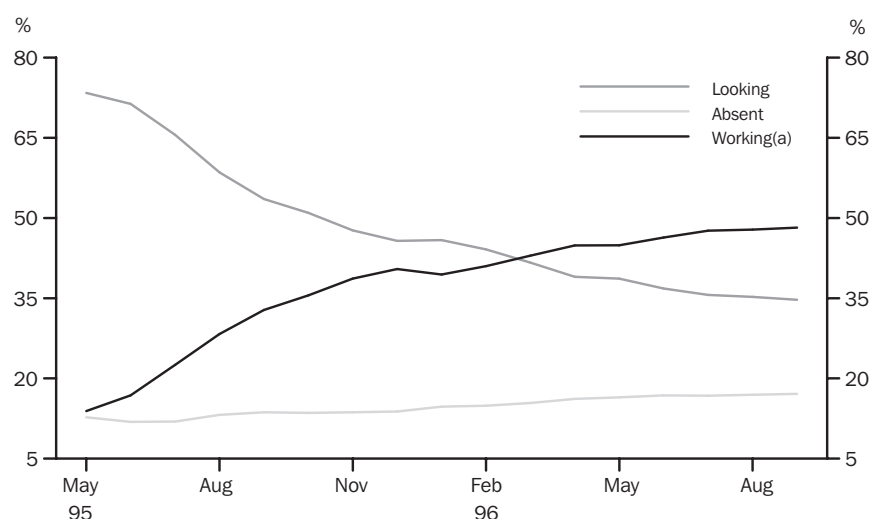
A wide range of information is available from the SEUP including details of jobs, periods of looking for work and periods of neither working nor looking for work (or 'absence from the labour market'), as well as details on socio-demographic characteristics, employment history, training courses attended, job offers and other characteristics.

## LABOUR MARKET ACTIVITIES

In May 1995, there were 875,100 Jobseekers in Australia. A third of these people were working four months later. However, in subsequent months there was only a gradual increase in the number in work — 45% in May 1996 and 48% in September 1996. Of the 421,600 Jobseekers who were working at September 1996, 94,100 (22%) were also looking for another job.

The patterns of Jobseekers' labour market activities since May 1995 are shown in the following graph.

## 2.26 JOBSEEKERS' LABOUR MARKET ACTIVITIES SINCE MAY 1995



(a) Includes people who were working and looking for work concurrently.

Source: Australian's Employment and Unemployment Patterns, 1994-1996, First Results (Cat. no. 6289.0).

Overall, 68% of Jobseekers worked at some stage in the 12 months to September 1996, compared to 83% of the general population in the same age range. Just over 78% of Jobseekers looked for work at some stage over the same period compared to 23% of the general population. Some 12% of Jobseekers worked for the entire year, contrasting with 57% of the general population. The average time spent working was 22 weeks for Jobseekers, and 39 weeks for the general population.

On average, Jobseekers worked for five weeks during the six months ended September 1995, increasing to 12 weeks in the six months ended September 1996. Conversely, the average time spent looking for work (only) decreased from 17 weeks to 10 weeks.

Some 16% of Jobseekers spent all of the year ended September 1996 looking for work (only) compared to 2% of the general population. The average time spent looking for work (only) was 22 weeks for Jobseekers, and four weeks for the general population. One in ten Jobseekers (87,600 people) did nothing but look for work for the entire two-year period since September 1994.

Of Jobseekers who were working at September 1995, 76% were also working at September 1996, and of the remainder, most were looking for work. Of those Jobseekers looking for work (only) at September 1995, almost half (49%) were in the same situation a year later; however, 37% had found work.

In the general population, 92% of persons who were working at September 1995 were also working 12 months later, while 5% were absent from the labour market and 3% were looking for work. Of those who were looking for work (only) at September 1995, 43% were in the same situation a year later; however, 45% had been successful in finding work.

## JOBSEEKERS WHO FOUND WORK

Jobseekers had started 878,000 working episodes, or jobs, between May 1995 and September 1996. Some 91% of these jobs were wage or salary paying jobs, and of this group:

- 66% were casual;
- 56% were full time;
- 84% were in the private sector;
- 27% were as Labourers and related workers, 20% were as Intermediate clerical, sales and service workers and a further 14% were as Elementary clerical, sales and service workers; and
- 56% were in their preferred occupation and more than a quarter (28%) were not.

By September 1996, almost half (45%) of Jobseekers' wage and salary paying jobs had lasted less than three months. A fifth (22%) had lasted between three and six months, with one in ten (10%) having lasted more than twelve months.

## 2.27 JOBSEEKERS AT MAY 1995, SUMMARY OF LABOUR MARKET ACTIVITY

	Age group (years)					Sex		Persons
	15-19	20-24	25-34	35-44	45-59	Males	Females	
	'000	'000	'000	'000	'000	'000	'000	
SEPTEMBER 1994 TO SEPTEMBER 1995								
One activity only	28.5	34.1	56.6	63.4	69.2	147.8	103.7	251.6
Working	*1.6	*1.2	*1.9	*2.6	*1.7	*3.5	5.4	9.0
Looking for work	22.7	30.0	47.1	55.3	61.1	139.2	76.9	216.1
Absent	4.2	*2.9	7.6	5.5	6.4	5.1	21.4	26.5
More than one activity	117.6	126.2	160.2	121.2	98.5	337.1	286.5	623.4
Worked and looked for work	45.0	61.3	82.4	61.9	49.1	194.2	105.5	299.6
Worked and absent	4.3	3.9	6.6	4.5	*3.3	9.2	13.4	22.5
Looked for work and absent	26.6	19.1	26.4	26.1	25.3	45.2	78.2	123.4
Worked, looked for work and absent	41.7	41.9	44.8	28.7	20.8	88.5	89.4	177.9
Total	146.0	160.3	216.7	184.5	167.6	484.9	390.2	875.1
SEPTEMBER 1995 TO SEPTEMBER 1996								
One activity only	35.5	53.4	71.2	65.6	71.1	159.4	137.4	296.8
Working	15.4	23.2	28.5	23.3	11.8	54.7	47.5	102.2
Looking for work	14.9	21.3	31.5	32.9	42.6	89.4	53.9	143.3
Absent	5.2	8.9	11.2	9.4	16.7	15.3	36.0	51.3
More than one activity	110.4	106.8	145.7	119.0	96.5	325.4	252.7	578.3
Worked and looked for work	72.6	68.7	91.1	76.0	56.2	228.6	135.8	364.4
Worked and absent	6.9	5.8	12.6	7.8	4.8	13.2	24.7	38.0
Looked for work and absent	12.3	11.1	15.5	19.3	24.8	38.3	44.7	83.0
Worked, looked for work and absent	18.6	21.2	26.5	15.9	10.7	45.3	47.5	92.9
Total	146.0	160.3	216.7	184.5	167.6	484.9	390.2	875.1
SEPTEMBER 1994 TO SEPTEMBER 1996								
One activity only	9.8	15.2	21.6	26.7	36.0	60.8	48.5	109.4
Working	*1.2	*1.2	*1.2	*1.7	*1.0	*3.0	*3.2	6.3
Looking for work	7.1	11.5	16.8	21.9	30.3	55.9	31.7	87.6
Absent	*1.5	*2.5	3.6	*3.1	4.7	*1.9	13.6	15.5
More than one activity	136.1	145.1	195.1	157.9	131.7	424.0	341.6	765.8
Worked and looked for work	50.5	65.8	91.1	78.5	57.3	229.4	113.7	343.1
Worked and absent	3.6	*2.1	5.9	4.4	*2.8	5.3	13.4	18.7
Looked for work and absent	13.5	14.1	19.5	23.7	33.8	45.3	59.3	104.7
Worked, looked for work and absent	68.5	63.1	78.6	51.3	37.8	144.0	155.2	299.3
Total	146.0	160.3	216.7	184.5	167.6	484.9	390.2	875.1

Source: *Australians' Employment and Unemployment Patterns, 1994-1996, First Results* (Cat. no. 6289.0).



## 2.28 JOBSEEKERS AT MAY 1995, AVERAGE TIME SPENT IN EACH LABOUR MARKET ACTIVITY

	Labour market activity				
	Working	Working and looking for work	Looking for work only	Absent	Total
	weeks	weeks	weeks	weeks	weeks
September 1994 to September 1995	8.7	3.4	31.8	8.1	52.0
First 6 months	5.5	1.2	14.5	4.7	26.0
Second 6 months	3.3	2.1	17.3	3.3	26.0
September 1995 to September 1996	16.7	5.5	21.8	8.0	52.0
First 6 months	7.5	2.7	12.1	3.7	26.0
Second 6 months	9.3	2.8	9.6	4.3	26.0
September 1994 to September 1996	25.5	8.8	53.6	16.0	104.0

Source: *Australians' Employment and Unemployment Patterns, 1994–1996, First Results* (Cat. no. 6289.0).

## 2.29 JOBSEEKERS AT MAY 1995, AVERAGE TIME IN EACH LABOUR MARKET ACTIVITY

	Age groups (years)					Sex		Persons
	15-19	20-24	25-34	35-44	45-59	Males	Females	
	weeks	weeks	weeks	weeks	weeks	weeks	weeks	
SEPTEMBER 1994 TO SEPTEMBER 1995								
Working	9.4	10.3	10.0	7.7	6.2	9.0	8.4	8.7
Working and looking for work	3.0	3.6	3.0	3.8	3.5	3.2	3.6	3.4
Looking for work only	28.8	30.7	30.6	33.3	35.3	34.7	28.2	31.8
Absent	10.8	7.3	8.3	7.2	7.0	5.0	11.8	8.1
Total	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0
SEPTEMBER 1995 TO SEPTEMBER 1996								
Working	18.3	19.3	18.8	16.5	10.6	17.0	16.5	16.7
Working and looking for work	5.2	5.6	5.1	5.9	5.7	5.8	5.1	5.5
Looking for work only	22.0	20.0	20.4	21.9	25.0	23.9	19.1	21.8
Absent	6.6	7.2	7.7	7.6	10.8	5.4	11.3	8.0
Total	52.0	52.0	52.0	52.0	52.0	52.0	52.0	52.0
SEPTEMBER 1994 TO SEPTEMBER 1996								
Working	27.7	29.5	28.9	24.2	16.7	26.0	24.9	25.5
Working and looking for work	8.2	9.2	8.1	9.7	9.3	8.9	8.7	8.8
Looking for work only	50.8	50.8	51.0	55.2	60.2	58.6	47.3	53.6
Absent	17.3	14.5	16.0	14.9	17.8	10.4	23.1	16.0
Total	104.0	104.0	104.0	104.0	104.0	104.0	104.0	104.0

Source: *Australians' Employment and Unemployment Patterns, 1994–1996, First Results* (Cat. no. 6289.0).

## 2.30 JOBSEEKERS AT MAY 1995, WORKING EPISODES STARTING AFTER MAY 1995 FOR WAGE AND SALARY EARNERS

	Whether permanent or casual job		
	Permanent	Casual	Total(a)
	'000	'000	'000
Occupation			
Managers and administrators	*3.7	*3.4	7.1
Professionals	24.2	38.0	62.2
Associate professionals	19.4	17.5	36.9
Tradespersons and related workers	36.5	53.3	90.6
Advanced clerical and service workers	9.0	6.9	16.0
Intermediate clerical, sales and service persons	58.4	97.7	159.0
Intermediate production and transport workers	33.8	67.4	101.7
Elementary clerical, sales and service persons	30.1	81.4	112.5
Labourers and related workers	46.1	162.3	213.1
Full-time or part-time status			
Full-time	219.4	223.3	448.8
Part-time	42.4	304.7	350.8
Sector			
Public	52.6	73.4	127.1
Private	209.2	454.5	672.5
Duration of working episode			
Less than 3 months	60.9	299.4	364.9
3–6 months	62.3	113.7	178.1
6–9 months	48.9	53.6	103.6
9–12 months	39.3	36.8	77.0
More than 12 months	50.4	24.5	76.0
Whether job in preferred occupation			
Job in preferred occupation	168.7	273.1	445.6
Job not in preferred occupation	59.3	163.9	226.5
Did not have preference	33.8	90.9	127.6
Total	261.8	527.9	799.6

(a) Includes those who did not know.

Source: *Australians' Employment and Unemployment Patterns, 1994–1996* (Cat. no. 6286.0).

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(Cat. no. 6250.0) — issued triennially

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— latest data, November 1994

*Transition from Education to Work, Australia* (Cat. no. 6227.0)  
— issued annually

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## INTRODUCTION

This chapter provides a summary of employment and underemployment in Australia. Estimates of employment are obtained from two main sources: the ABS monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly Survey of Employment and Earnings. The principal publications for employment data from these surveys are *Labour Force, Australia* (Cat. no. 6203.0), and *Wage and Salary Earners, Australia* (Cat. no. 6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. The main differences between the Labour Force Survey and the Survey of Employment and Earnings are:

- the Survey of Employment and Earnings is a survey of employers, and collects information about wage and salary earners only. The Labour Force Survey is a survey of households and collects information about all employed persons; and
- the Survey of Employment and Earnings collects information about sector, level of government and public institutional sector, all of which are not collected by the Labour Force Survey. The Survey of Employment and Earnings is also the preferred source of broad industry information for employees, as an employer is able to accurately identify their industry.

## EMPLOYED PERSONS

According to the definitions used in the monthly Labour Force Survey, employed persons comprise all those aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm; or
- worked for one hour or more without pay in a family business or on a farm; or
- were absent from a job to which they had a strong attachment: continued receipt of wages and salary; and/or guarantees of return to work; and/or had been absent from work for less than four weeks.

The information paper *Measuring Employment and Unemployment* (Cat. no. 6279.0) provides detailed information about the concepts underlying employment. Employment estimates from the monthly Labour Force Survey can be analysed according to demographic characteristics, full-time or part-time status, industry, occupation, status in employment and weekly hours worked.

## EMPLOYED PERSONS *continued*

Labour Force supplementary surveys are able to provide additional information about employed persons. For example, information on multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also available (and included in this chapter).

In August 1996, the total number of persons employed was 8,319,700 with 4,730,300 males and 3,589,400 females. Of all employed persons, almost three quarters were employed full time.

Over the six years to 1996, employment increased by 511,600. The majority of this increase was due to a rapid increase in part-time employment, with only a small increase in full-time employment. The number of females employed rose by 343,400, more than double the rise of 168,300 in male employment.



Source: Labour Force, Australia (Cat. no. 6203.0).



## 3.2 EMPLOYED PERSONS, STATUS OF WORKER, AUGUST

	1991	1992	1993	1994	1995	1996
	'000	'000	'000	'000	'000	'000
<b>EMPLOYEES</b>						
Employed full time	5 021.5	4 842.6	4 855.4	5 009.5	5 233.4	5 344.4
Employed part time	1 412.6	1 503.0	1 474.6	1 576.4	1 676.8	1 737.0
Total	6 434.1	6 345.6	6 330.0	6 585.9	6 910.2	7 081.5
<b>EMPLOYERS</b>						
Employed full time	294.9	289.1	302.2	307.6	320.4	289.1
Employed part time	50.3	58.5	58.8	49.7	60.0	49.1
Total	345.2	347.7	361.1	357.2	380.4	338.5
<b>OWN ACCOUNT WORKERS</b>						
Employed full time	573.3	604.4	626.3	626.1	613.6	587.0
Employed part time	206.8	245.0	235.0	235.2	236.6	234.4
Total	780.0	849.4	861.3	861.4	850.2	821.5
<b>TOTAL(a)</b>						
Employed full time	5 905.8	5 752.2	5 800.5	5 961.7	6 183.5	6 236.2
Employed part time	1 723.6	1 865.4	1 820.5	1 923.9	2 034.2	2 083.5
Total	7 629.3	7 617.6	7 621.0	7 885.7	8 217.7	8 319.7

(a) Includes contributing family workers.

Source: Labour Force, Australia (Cat. no. 6203.0).

## 3.3 EMPLOYED PERSONS, AGE, AUGUST 1996

	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>MARRIED MALES</b>									
Employed full time	*3.9	79.4	695.2	913.6	775.5	208.1	101.7	39.4	2 816.9
Employed part time	*0.3	7.8	30.3	45.0	46.6	24.9	22.8	31.3	208.9
Total	4.2	87.2	725.4	958.6	822.1	233.1	124.5	70.7	3 025.8
<b>ALL MALES</b>									
Employed full time	144.9	437.8	1 136.3	1 129.0	911.2	248.3	119.8	48.9	4 176.4
Employed part time	154.7	102.1	71.6	66.7	64.0	30.1	25.9	38.9	553.9
Total	299.6	540.0	1 207.9	1 195.7	975.1	278.4	145.8	87.8	4 730.3
<b>MARRIED FEMALES</b>									
Employed full time	6.2	76.3	327.6	373.2	313.0	55.7	18.4	5.6	1 175.8
Employed part time	*2.9	34.5	238.2	363.9	253.1	66.8	26.0	13.8	999.2
Total	9.1	110.8	565.8	737.1	566.1	122.4	44.4	19.3	2 175.0
<b>ALL FEMALES</b>									
Employed full time	76.1	327.7	582.5	520.3	429.3	85.1	29.0	9.8	2 059.8
Employed part time	211.4	146.2	306.8	427.2	299.2	80.6	34.5	23.6	1 529.6
Total	287.5	473.9	889.3	947.6	728.5	165.7	63.5	33.4	3 589.4
<b>PERSONS</b>									
Employed full time	221.0	765.6	1 718.8	1 649.4	1 340.5	333.4	148.8	58.7	6 236.2
Employed part time	366.1	248.3	378.3	493.9	363.1	110.8	60.5	62.5	2 083.5
<b>Total</b>	<b>587.1</b>	<b>1 013.9</b>	<b>2 097.2</b>	<b>2 143.3</b>	<b>1 703.6</b>	<b>444.1</b>	<b>209.2</b>	<b>121.2</b>	<b>8 319.7</b>

Source: Labour Force, Australia (Cat. no. 6203.0).

### 3.4 EMPLOYMENT/POPULATION RATIOS(a), AGE, AUGUST

	1991	1992	1993	1994	1995	1996
<i>Age groups (years)</i>	%	%	%	%	%	%
MALES						
15-19	41.8	40.5	40.0	43.1	44.1	45.8
20-24	72.9	71.5	70.3	73.1	76.4	76.3
25-34	85.0	83.1	83.2	84.4	85.2	85.4
35-44	86.9	86.3	85.9	86.3	86.7	86.3
45-54	84.4	82.6	81.9	82.5	83.9	82.7
55-59	65.6	66.6	61.7	65.1	66.8	65.4
60-64	43.4	40.7	38.9	42.4	41.9	41.5
65 and over	9.0	9.1	8.1	9.0	9.1	9.1
<i>Total</i>	66.6	65.5	64.7	66.0	67.0	66.8
FEMALES						
15-19	41.9	40.8	39.0	42.7	45.4	46.2
20-24	66.8	65.2	64.9	66.8	69.4	68.7
25-34	60.5	59.4	59.5	61.4	62.8	62.2
35-44	67.9	67.0	64.8	65.4	67.9	67.5
45-54	59.1	60.9	61.2	61.1	65.0	63.5
55-59	33.7	35.5	34.1	35.7	38.3	40.3
60-64	14.4	12.4	14.2	13.9	15.2	18.0
65 and over	2.4	2.2	2.4	2.2	2.5	2.7
<i>Total</i>	47.1	46.7	46.2	47.3	49.3	49.1
PERSONS						
15-19	41.9	40.6	39.5	42.9	44.7	46.0
20-24	69.9	68.4	67.6	70.0	72.9	72.5
25-34	72.8	71.2	71.3	72.8	74.0	73.7
35-44	77.4	76.6	75.3	75.8	77.2	76.9
45-54	72.1	72.0	71.8	72.0	74.6	73.2
55-59	49.9	51.3	48.0	50.6	52.8	53.1
60-64	28.9	26.5	26.6	28.1	28.5	29.7
65 and over	5.2	5.1	4.9	5.2	5.4	5.5
<b>Total</b>	56.7	56.0	55.3	56.5	58.0	57.8

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Source: Labour Force, Australia (Cat. no. 6203.0).

## 3.5

## EMPLOYED PERSONS, OCCUPATION, AUGUST 1996

	Males	Females	Persons
<i>Occupation major and minor groups</i>	'000	'000	'000
<b>MANAGERS AND ADMINISTRATORS</b>			
Generalist managers	114.8	14.9	129.7
Specialist managers	195.5	59.2	254.7
Farmers and farm managers	168.1	72.2	240.2
<i>All managers and administrators</i>	478.4	146.3	624.7
<b>PROFESSIONALS</b>			
Science, building and engineering professionals	120.8	24.8	145.6
Business and information professionals	245.6	120.6	366.3
Health professionals			
Nursing professionals	14.0	149.1	163.1
All health professionals	77.1	201.8	278.9
Education professionals			
School teachers	74.2	171.1	245.2
All education professionals	126.0	235.5	361.5
Social, arts and miscellaneous professionals	136.3	98.7	235.0
<i>All professionals</i>	705.9	681.3	1 387.2
<b>ASSOCIATE PROFESSIONALS</b>			
Science, engineering and related associate professionals	104.3	25.4	129.7
Business and administration associate professionals	134.0	94.8	228.8
Managing supervisors (sales and service)	232.8	138.9	371.6
Health and welfare associate professionals	16.1	39.3	55.4
Other associate professionals			
Police officers	38.5	6.1	44.6
All other associate professionals	62.0	20.1	82.1
<i>All associate professionals</i>	549.2	318.4	867.7
<b>TRADESPERSONS AND RELATED WORKERS</b>			
Mechanical and fabrication engineering tradespersons	202.7	*2.0	204.7
Automotive tradespersons	137.2	*0.7	137.9
Electrical and electronics tradespersons	174.7	*3.7	178.4
Construction tradespersons	271.4	*1.5	272.9
Food tradespersons	63.8	24.5	88.4
Skilled agricultural and horticultural workers	65.2	4.9	70.2
Other tradespersons and related workers	127.9	65.0	192.9
<i>All tradespersons and related workers</i>	1 043.0	102.4	1 145.4
<b>ADVANCED CLERICAL AND SERVICE WORKERS</b>			
Secretaries and personal assistants	*3.1	227.1	230.2
Other advanced clerical and service workers	34.2	138.1	172.2
<i>All advanced clerical and service workers</i>	37.3	365.2	402.4
<b>INTERMEDIATE AND CLERICAL, SALES AND SERVICE WORKERS</b>			
Intermediate clerical workers	206.9	618.2	825.1
Intermediate sales and related workers	96.8	43.2	140.0
Intermediate service workers	98.1	331.8	430.0
<i>All intermediate clerical, sales and service workers</i>	401.9	993.2	1 395.1
<b>INTERMEDIATE PRODUCTION AND TRANSPORT WORKERS</b>			
Intermediate plant operators	179.7	7.5	187.2
Intermediate machine operators	68.5	42.5	111.0
Road and rail transport drivers	251.3	16.5	267.8
Other intermediate production and transport workers	190.3	38.7	229.0
<i>All intermediate production and transport workers</i>	689.8	105.2	795.1

...continued

## 3.5

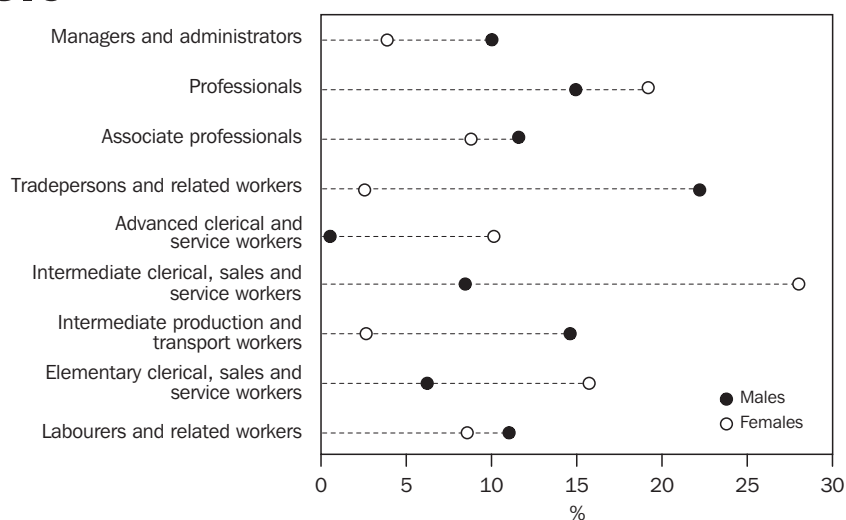
### EMPLOYED PERSONS, OCCUPATION, AUGUST 1996 — *continued*

	Males	Females	Persons
<i>Occupation major and minor groups</i>	'000	'000	'000
<b>ELEMENTARY CLERICAL, SALES AND SERVICE WORKERS</b>			
Elementary clerks	42.2	63.3	105.6
Elementary sales workers	192.2	468.8	661.0
Elementary service workers	65.4	31.6	96.9
<i>All elementary clerical, sales and service workers</i>	299.7	563.8	863.5
<b>LABOURERS AND RELATED WORKERS</b>			
Cleaners	83.7	120.6	204.3
Factory labourers	145.3	79.7	225.0
Other labourers and related workers	296.0	113.2	409.3
<i>All labourers and related workers</i>	525.1	313.6	838.6
<b>TOTAL</b>	<b>4 730.3</b>	<b>3 589.4</b>	<b>8 319.7</b>

Source: Labour Force, Australia (Cat. no. 6203.0).

## 3.6

### PERCENTAGE OF TOTAL EMPLOYED PERSONS, OCCUPATION, AUGUST 1996



Source: Labour Force, Australia (Cat. no. 6203.0).

### 3.7 EMPLOYED PERSONS, INDUSTRY, AUGUST 1996

Industry	Males			Females			Persons		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Agriculture, forestry and fishing	255.5	38.2	293.7	63.3	65.2	128.5	318.8	103.4	422.2
Mining	76.5	*1.2	77.7	10.4	*2.8	13.3	86.9	4.0	91.0
Manufacturing	786.2	33.4	819.6	225.8	73.9	299.7	1 012.0	107.3	1 119.3
Electricity, gas and water	56.5	*0.7	57.2	9.0	*2.3	11.3	65.5	3.0	68.5
Construction	482.4	41.4	523.8	28.0	51.6	79.6	510.4	93.0	603.4
Wholesale trade	318.6	21.5	340.1	104.5	49.9	154.5	423.1	71.4	494.6
Retail trade	454.9	155.8	610.7	250.8	377.0	627.7	705.7	532.8	1 238.4
Accommodation, cafes and restaurants	118.7	49.2	167.9	93.7	116.9	210.6	212.4	166.1	378.5
Transport and storage	280.9	23.9	304.8	60.2	27.8	88.0	341.1	51.7	392.8
Communication services	106.0	4.1	110.1	38.1	16.0	54.1	144.1	20.1	164.2
Finance and insurance	131.8	4.2	136.1	130.7	45.3	176.1	262.5	49.5	312.1
Property and business services	389.2	58.8	448.0	231.7	132.8	364.5	620.9	191.6	812.6
Government administration and defence	199.2	13.6	212.7	121.0	37.9	159.0	320.2	51.5	371.7
Education	168.3	32.7	201.0	236.0	153.3	389.4	404.3	186.0	590.4
Health and community services	154.5	22.9	177.4	318.5	270.0	588.5	473.0	292.9	765.9
Cultural and recreational services	65.6	30.1	95.7	45.4	47.7	93.2	111.0	77.8	188.8
Personal and other services	131.5	22.4	153.9	92.7	58.7	151.4	224.2	81.1	305.3
<b>Total</b>	<b>4 176.4</b>	<b>553.9</b>	<b>4 730.3</b>	<b>2 059.8</b>	<b>1 529.6</b>	<b>3 589.4</b>	<b>6 236.2</b>	<b>2 083.5</b>	<b>8 319.7</b>

Source: Labour Force, Australia (Cat. no. 6203.0).

### WAGE AND SALARY EARNERS

The quarterly Survey of Employment and Earnings (SEE) is completed by a sample of employers. The survey has two components. One is a sample survey of about 7,500 private employer units in industries other than Agriculture, forestry and fishing; the other is a sample of 2,500 government employer units. In contrast to the monthly Labour Force Survey, the SEE is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Wage and salary earner data from the SEE are presented below and analysed according to private/public sector, industry and size of employer.

In the year to May 1996, the number of wage and salary earners increased by 202,500 (3.0%) to 6,884,200. The increase in the private sector was 220,200 (4.3%) whilst the public sector decreased by 17,700 (1.1%).

## WAGE AND SALARY EARNERS *continued*

During the year to May 1996 the largest increases were in the Property and business services and Retail trade industries. Property and business services increased by 81,500 (11.5%) and Retail trade by 51,200 (5.8%). The decrease in the public sector was mainly in Electricity, gas and water supply, Transport and storage and Finance and insurance. Communication services increased by 19,100 (17.5%).

In May 1996 there were an estimated 4,736,700 full-time and 2,147,600 part-time employees in Australia — an increase of 95,000 (2.0%) full-time and an increase of 107,500 (5.3%) part-time. The proportion of part-time employees increased from 30.5% to 31.2%.

## 3.8

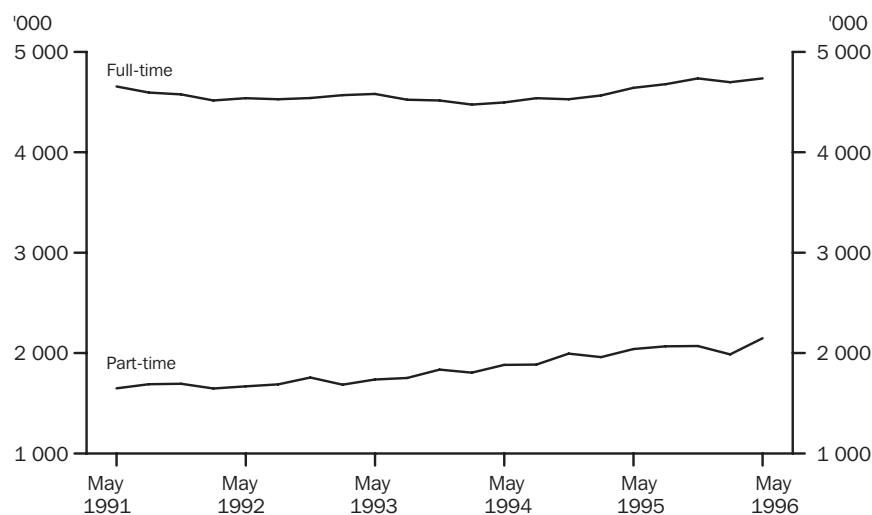
### WAGE AND SALARY EARNERS, SECTOR, MAY

	Private	Commonwealth			Public	
			State	Local	Total	Private and public
	'000	'000	'000	'000	'000	'000
1991	4 574.3	410.3	1 160.2	160.9	1 731.4	6 305.7
1992	4 508.7	397.0	1 139.8	161.1	1 698.0	6 206.6
1993	4 642.4	382.3	1 129.3	163.5	1 675.1	6 317.5
1994	4 791.0	359.8	1 069.3	159.2	1 588.3	6 379.2
1995	5 078.7	371.7	1 077.8	153.5	1 603.0	6 681.7
1996	5 298.9	354.8	1 075.9	154.7	1 585.3	6 884.2

Source: *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

## 3.9

### WAGE AND SALARY EARNERS



Source: *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

# 3.10 WAGE AND SALARY EARNERS, FULL-TIME AND PART-TIME, SECTOR, INDUSTRY, MAY

	1994			1995			1996		
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PRIVATE									
Mining	61.8	1.4	63.2	71.6	2.6	74.2	77.9	3.0	80.9
Manufacturing	809.9	102.6	912.5	843.9	104.6	948.5	841.3	106.2	947.4
Electricity, gas and water supply	2.6	0.2	2.8	3.6	0.2	3.8	13.7	0.3	14.0
Construction	243.3	33.4	276.7	264.3	27.6	291.8	284.8	29.0	313.9
Wholesale trade	376.3	84.0	460.3	366.3	76.5	442.8	372.3	75.4	447.7
Retail trade	451.9	443.0	894.9	414.5	469.8	884.2	450.9	484.4	935.4
Accommodation, cafes and restaurants	128.9	186.4	315.2	125.9	209.6	335.5	118.4	192.9	311.4
Transport and storage	154.1	38.6	192.7	167.5	47.7	215.2	210.2	55.1	265.3
Communication services	7.0	2.3	9.3	12.6	1.9	14.5	19.0	4.3	23.4
Finance and insurance	197.0	42.3	239.4	205.4	46.2	251.5	202.2	50.2	252.4
Property and business services	423.0	169.4	592.4	466.0	198.2	664.1	463.5	280.7	744.2
Education	87.4	68.4	155.8	106.4	81.5	187.9	119.7	75.2	194.9
Health and community services	154.8	249.8	404.7	159.3	265.6	424.9	157.0	266.4	423.4
Cultural and recreational services	49.7	60.1	109.8	76.1	87.2	163.3	68.8	82.1	150.9
Personal and other services	87.6	73.8	161.4	106.9	69.3	176.2	121.5	72.2	193.8
<i>All industries</i>	<i>3 235.1</i>	<i>1 555.8</i>	<i>4 791.0</i>	<i>3 390.1</i>	<i>1 688.6</i>	<i>5 078.7</i>	<i>3 521.3</i>	<i>1 777.7</i>	<i>5 298.9</i>
PUBLIC									
Agriculture, forestry and fishing	4.6	0.4	5.0	4.6	0.5	5.0	4.5	0.5	5.0
Mining	1.7	—	1.7	0.8	0.2	0.9	1.3	0.2	1.5
Manufacturing	13.4	0.7	14.0	12.3	0.6	12.9	10.1	0.4	10.5
Electricity, gas and water supply	78.0	2.4	80.4	64.9	2.6	67.5	52.0	2.1	54.0
Construction	31.7	1.5	33.2	26.6	1.3	28.0	24.5	1.2	25.7
Wholesale trade	1.4	0.3	1.6	1.4	0.2	1.6	1.4	0.2	1.6
Retail trade	0.1	0.1	0.2	0.1	0.1	0.3	0.2	0.1	0.3
Accommodation, cafes and restaurants	1.1	0.7	1.8	1.0	0.5	1.6	0.4	0.3	0.7
Transport and storage	96.9	2.2	99.1	101.1	2.3	103.4	69.1	1.1	70.2
Communication services	94.8	8.3	103.1	101.0	8.2	109.3	119.1	9.3	128.4
Finance and insurance	55.1	10.4	65.5	51.1	11.8	62.9	42.9	9.8	52.7
Property and business services	42.5	3.9	46.4	36.6	8.1	44.7	41.5	4.6	46.1
Government administration and defence	279.3	49.5	328.8	283.0	52.4	335.4	286.8	56.4	343.3
Education	265.5	123.4	388.9	272.9	136.9	409.8	278.8	148.7	427.5
Health and community services	198.5	104.2	302.8	195.3	106.1	301.4	190.7	117.0	307.8
Cultural and recreational services	18.4	10.7	29.1	17.4	10.1	27.5	17.2	7.9	25.1
Personal and other services	78.1	8.5	86.6	81.4	9.6	91.0	75.0	10.0	85.0
<i>All industries</i>	<i>1 261.1</i>	<i>327.2</i>	<i>1 588.3</i>	<i>1 251.5</i>	<i>351.5</i>	<i>1 603.0</i>	<i>1 215.4</i>	<i>369.9</i>	<i>1 585.3</i>
PRIVATE AND PUBLIC									
Agriculture, forestry and fishing	4.6	0.4	5.0	4.6	0.5	5.0	4.5	0.5	5.0
Mining	63.4	1.4	64.9	72.3	2.8	75.1	79.2	3.2	82.4
Manufacturing	823.3	103.3	926.5	856.1	105.2	961.4	851.3	106.6	957.9
Electricity, gas and water supply	80.7	2.6	83.2	68.5	2.8	71.3	65.6	2.4	68.0
Construction	275.0	34.9	309.9	290.9	28.9	319.8	309.3	30.3	339.6
Wholesale trade	377.6	84.3	462.0	367.7	76.7	444.4	373.6	75.7	449.3
Retail trade	452.0	443.1	895.1	414.6	469.9	884.5	451.1	484.6	935.7
Accommodation, cafes and restaurants	129.9	187.1	317.0	126.9	210.1	337.1	118.8	193.2	312.1
Transport and storage	250.9	40.8	291.8	268.7	50.0	318.7	279.3	56.2	335.5
Communication services	101.8	10.6	112.4	113.7	10.1	123.8	138.1	13.6	151.7
Finance and insurance	252.1	52.7	304.9	256.5	57.9	314.5	245.1	60.0	305.1
Property and business services	465.5	173.3	638.8	502.6	206.2	708.8	505.0	285.3	790.3
Government administration and defence	279.3	49.5	328.8	283.0	52.4	335.4	286.8	56.4	343.3
Education	352.9	191.8	544.7	379.3	218.4	597.7	398.5	223.9	622.4
Health and community services	353.4	354.1	707.4	354.6	371.7	726.4	347.7	383.5	731.2
Cultural and recreational services	68.1	70.8	138.9	93.5	97.3	190.7	86.1	90.0	176.0
Personal and other services	165.7	82.3	248.0	188.2	78.9	267.2	196.5	82.2	278.7

## 3.11 WAGE AND SALARY EARNERS, FULL-TIME AND PART-TIME, SECTOR, STATE, MAY

	1994			1995			1996		
	Full-time	Part-time	Persons	Full-time	Part-time	Persons	Full-time	Part-time	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PRIVATE									
New South Wales	1 166.6	523.6	1 690.2	1 192.5	566.1	1 758.5	1 244.7	621.5	1 866.1
Victoria	866.5	396.6	1 263.1	937.3	447.2	1 384.6	950.3	430.9	1 381.2
Queensland	528.0	258.2	786.2	572.3	288.6	860.8	594.8	303.1	897.9
South Australia	238.6	142.0	380.6	246.7	153.0	399.6	257.8	158.8	416.6
Western Australia	299.0	147.6	446.6	309.4	154.0	463.4	336.4	174.1	510.5
Tasmania	72.6	41.1	113.7	68.4	37.5	105.9	70.6	43.2	113.8
Northern Territory	27.3	16.1	43.4	27.4	13.1	40.5	30.3	14.5	44.9
Australian Capital Territory	36.4	30.7	67.1	36.2	29.1	65.3	36.3	31.6	67.9
<b>Australia</b>	<b>3 235.1</b>	<b>1 555.8</b>	<b>4 791.0</b>	<b>3 390.1</b>	<b>1 688.6</b>	<b>5 078.7</b>	<b>3 521.3</b>	<b>1 777.7</b>	<b>5 298.9</b>
PUBLIC									
New South Wales	417.3	95.7	513.0	430.4	108.9	539.3	412.0	107.0	519.0
Victoria	281.8	92.4	374.2	265.2	94.7	359.9	252.4	104.6	357.1
Queensland	219.7	50.1	269.8	222.0	52.5	274.4	225.0	61.7	286.6
South Australia	104.1	33.7	137.7	96.3	34.1	130.4	92.6	33.6	126.2
Western Australia	120.4	32.3	152.7	120.4	36.2	156.6	115.1	38.0	153.1
Tasmania	33.6	12.0	45.5	33.1	12.3	45.4	33.2	13.1	46.3
Northern Territory	19.0	1.9	20.9	19.5	2.1	21.5	19.9	2.5	22.4
Australian Capital Territory	65.4	9.1	74.5	64.6	10.7	75.3	65.3	9.4	74.7
<b>Australia</b>	<b>1 261.1</b>	<b>327.2</b>	<b>1 588.3</b>	<b>1 251.5</b>	<b>351.5</b>	<b>1 603.0</b>	<b>1 215.4</b>	<b>369.9</b>	<b>1 585.3</b>
PRIVATE AND PUBLIC									
New South Wales	1 583.9	619.3	2 203.2	1 622.9	675.0	2 297.9	1 656.7	728.4	2 385.1
Victoria	1 148.3	489.0	1 637.3	1 202.5	542.0	1 744.5	1 202.7	535.5	1 738.3
Queensland	747.7	308.3	1 056.0	794.3	341.0	1 135.3	819.8	364.8	1 184.5
South Australia	342.7	175.6	518.3	343.0	187.1	530.1	350.4	192.3	542.8
Western Australia	419.4	179.8	599.3	429.8	190.1	620.0	451.5	212.1	663.6
Tasmania	106.2	53.0	159.2	101.5	49.8	151.3	103.8	56.3	160.0
Northern Territory	46.3	18.0	64.3	46.9	15.2	62.1	50.2	17.0	67.3
Australian Capital Territory	101.8	39.9	141.6	100.8	39.8	140.6	101.6	41.0	142.6
<b>Australia</b>	<b>4 496.3</b>	<b>1 883.0</b>	<b>6 379.2</b>	<b>4 641.7</b>	<b>2 040.1</b>	<b>6 681.7</b>	<b>4 736.7</b>	<b>2 147.6</b>	<b>6 884.2</b>

Source: Wage and Salary Earners, Australia (Cat. no. 6248.0).



## 3.12 WAGE AND SALARY EARNERS, PRIVATE SECTOR, EMPLOYER SIZE, MAY

Industry	Persons				Proportion		
	Less than 20 employees	20–99 employees	100 or more employees	Total	Less than 20 employees	20–99 employees	100 or more employees
	'000	'000	'000	'000	%	%	%
Mining	7.3	6.6	67.0	80.9	9.0	8.2	82.8
Manufacturing	220.4	224.8	502.3	947.4	23.3	23.7	53.0
Electricity, gas and water supply	0.5	0.7	12.8	14.0	3.6	5.0	91.4
Construction	202.8	67.8	43.3	313.9	64.6	21.6	13.8
Wholesale trade	192.1	151.1	104.5	447.7	42.9	33.8	23.3
Retail trade	398.2	142.9	394.3	935.4	42.6	15.3	42.2
Accommodation, cafes and restaurants	121.6	107.9	81.8	311.4	39.0	34.6	26.3
Transport and storage	83.5	71.3	110.5	265.3	31.5	26.9	41.7
Communication services	6.9	4.0	12.5	23.4	29.5	17.1	53.4
Finance and insurance	32.2	19.5	200.7	252.4	12.8	7.7	79.5
Property and business services	335.8	135.7	272.8	744.2	45.1	18.2	36.7
Education	38.1	55.0	101.8	194.9	19.5	28.2	52.2
Health and community services	160.3	95.0	168.1	423.4	37.9	22.4	39.7
Cultural and recreational services	44.7	45.7	60.5	150.9	29.6	30.3	40.1
Personal and other services	96.8	56.9	40.1	193.8	49.9	29.4	20.7
<i>States and Territories</i>							
New South Wales	650.9	398.5	816.8	1 866.1	34.9	21.4	43.8
Victoria	498.0	303.4	579.9	1 381.2	36.1	22.0	42.0
Queensland	350.1	214.3	333.5	897.9	39.0	23.9	37.1
South Australia	155.0	107.3	154.3	416.6	37.2	25.8	37.0
Western Australia	180.6	109.8	220.2	510.5	35.4	21.5	43.1
Tasmania	53.0	24.1	36.7	113.8	46.6	21.2	32.2
Northern Territory	20.5	11.3	13.0	44.9	45.7	25.2	29.0
Australian Capital Territory	33.4	16.1	18.5	67.9	49.2	23.7	27.2
<b>Total</b>	<b>1 941.3</b>	<b>1 184.7</b>	<b>2 172.9</b>	<b>5 298.9</b>	<b>36.6</b>	<b>22.4</b>	<b>41.0</b>

Source: *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

### LABOUR FORCE EXPERIENCE

In February 1995, Australia's civilian population aged 15 to 69 was 12,444,900 persons, of whom 71.7% (8,923,100) worked at some time during the year ending February 1995.

The proportion of males working at some time during the year decreased from 83.2% in 1990 to 80.5% in 1993. The rate has since risen to 81.1% in the 12 months to February 1995. The proportion of females working during the year increased gradually from 60.4% in 1993 to 62.9% in 1995.

Of the 8,923,100 persons who worked at some time during the year, two-thirds (5,812,000 persons) worked for the full 52 weeks. Of male workers, 81.6% had worked all their weeks on a full-time basis, compared with 48.9% for female workers. A large proportion of females (39.9%) worked all of their weeks on a part-time basis, compared with 10.2% of male workers.

### 3.13 PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 1995

Time worked during the year (weeks)	Husband or wife			Lone parent			Other family person(a)	Non-family member(b)	Total
	With children under 15 present	Without children under 15 present	Total	With children under 15 present	Without children under 15 present	Total			
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
1-3	8.0	10.5	18.5	*1.1	*0.7	*1.8	38.3	14.1	72.7
4-12	29.5	29.7	59.3	*2.1	*0.5	*2.6	95.0	35.7	192.6
13-25	40.3	34.1	74.4	*2.3	*1.1	*3.3	78.3	46.2	202.1
26-38	64.8	61.1	125.9	*1.9	*0.9	*2.8	82.6	74.9	286.2
39-51	213.4	202.3	415.7	6.1	5.2	11.3	166.6	147.9	741.6
52	1 275.7	1 118.6	2 394.2	14.2	22.7	36.9	499.0	586.5	3 516.7
Total	1 631.7	1 456.3	3 088.0	27.7	31.0	58.7	959.9	905.3	5 011.9
FEMALES									
1-3	26.9	9.7	36.6	8.5	*2.3	10.8	26.4	10.4	84.1
4-12	62.1	33.5	95.7	17.2	*3.7	21.0	68.5	31.1	216.2
13-25	69.7	37.2	106.9	20.0	5.1	25.1	63.3	39.0	234.2
26-38	105.2	62.7	167.8	20.2	5.7	25.9	72.0	48.1	313.8
39-51	239.7	218.9	458.6	38.2	15.6	53.8	137.6	117.6	767.6
52	616.7	816.4	1 433.1	73.5	54.7	128.2	335.8	398.2	2 295.3
Total	1 120.3	1 178.4	2 298.7	177.6	87.1	264.7	703.5	644.3	3 911.2
TOTAL									
1-3	34.9	20.2	55.1	9.6	*3.0	12.6	64.6	24.6	156.9
4-12	91.6	63.3	154.9	19.3	*4.2	23.5	163.5	66.8	408.8
13-25	110.0	71.3	181.3	22.2	6.1	28.4	141.6	85.1	436.4
26-38	170.0	123.7	293.7	22.1	6.6	28.7	154.6	123.0	600.0
39-51	453.2	421.2	874.4	44.3	20.8	65.1	304.2	265.5	1 509.2
52	1 892.3	1 935.0	3 827.3	87.3	77.3	165.1	834.9	984.7	5 812.0
Total	2 752.0	2 634.7	5 386.7	205.3	118.1	323.4	1 663.4	1 549.7	8 923.1

(a) Includes persons who were a dependent student, non-dependent child or other family member.

(b) Includes persons for whom relationship in household could not be determined.

Source: Labour Force Experience, Australia (Cat. no. 6206.0.40.001).

#### LABOUR MOBILITY

Some 9,141,900 persons aged 15 to 69 years had worked at some time during the year ending February 1996. Of the 8,279,600 persons working in February 1996:

- 76.5% had been in their current job for the whole year;
- 8.5% had started their current job during the year, and had no previous job during the year; and
- 15.0% had changed jobs during the year.

LABOUR MOBILITY *continued*

The proportion of workers who were job mobile (changed employer/business or locality) has been generally increasing over the past decade, from 17.1% in the year ending February 1987 to 24.3% in the year ending February 1996. The majority of those who were job mobile changed employer or business (84.9%) while the remaining 15.1% changed locality but not employer or business. Job mobility ratios were similar for males and females (24.2% and 24.5% respectively).

Of the 1,241,900 persons working in February 1996, that had changed jobs during the year:

- 514,000 (41.4%) changed industry from previous to current job; and
- 372,200 (29.9%) changed occupation from previous to current job.

Some 23.5% of persons working in February 1996 had been in their current job for less than one year. By comparison, the proportion of persons who had been in their current job for 10 years or more was 23.1%.

### 3.14 PERSONS WHO WORKED AT SOME TIME DURING THE PREVIOUS TWELVE MONTHS, FEBRUARY

	1992	1994		1996
	%	%	%	'000
MALES				
Changed employer/business or locality	19.4	21.7	24.2	1 237.4
Changed employer/business	16.1	18.3	20.8	1 061.8
Changed locality but not employer/business	3.3	3.4	3.4	175.6
Did not change employer/business or locality	80.6	78.3	75.8	3 874.7
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>5 112.0</i>
FEMALES				
Changed employer/business or locality	20.1	22.5	24.5	987.7
Changed employer/business	17.3	19.6	21.7	876.1
Changed locality but not employer/business	2.9	2.9	2.8	111.6
Did not change employer/business or locality	79.9	77.5	75.5	3 042.1
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>4 029.8</i>
PERSONS				
Changed employer/business or locality	19.7	22.1	24.3	2 225.1
Changed employer/business	16.6	18.9	21.2	1 937.9
Changed locality but not employer/business	3.1	3.2	3.1	287.2
Did not change employer/business or locality	80.3	77.9	75.7	6 916.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>9 141.9</b>

Source: *Labour Mobility, Australia* (Cat. no. 6209.0).

## 3.15 PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY, FEBRUARY

	1992	1994	1996	
<i>Job change from last to current job</i>	%	%	%	'000
<b>MALES</b>				
For one year or more in current job	81.6	78.6	77.6	3 646.8
For less than one year in current job	18.4	21.4	22.4	1 052.1
No previous job during the year	6.3	7.3	7.0	329.3
Had a previous job during the year	12.2	14.1	15.4	722.8
Whether changed industry				
Same industry	8.0	9.2	9.2	432.8
Changed industry	4.2	4.9	6.2	290.0
Whether changed occupation				
Same occupation	8.6	9.7	10.7	504.8
Changed occupation	3.6	4.4	4.6	218.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>4 698.9</b>
<b>FEMALES</b>				
For one year or more in current job	78.8	76.3	75.2	2 691.0
For less than one year in current job	21.2	23.7	24.8	889.8
No previous job during the year	9.4	10.3	10.3	370.6
Had a previous job during the year	11.9	13.4	14.5	519.2
Whether changed industry				
Same industry	7.8	8.5	8.2	295.2
Changed industry	4.1	4.9	6.3	224.0
Whether changed occupation				
Same occupation	8.7	9.7	10.2	365.0
Changed occupation	3.2	3.7	4.3	154.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>3 580.7</b>
<b>PERSONS</b>				
For one year or more in current job	80.4	77.6	75.6	6 337.8
For less than one year in current job	19.6	22.4	23.5	1 941.8
No previous job during the year	7.6	8.6	8.5	699.9
Had a previous job during the year	12.0	13.8	15.0	1 241.9
Whether changed industry				
Same industry	7.9	8.9	8.8	728.0
Changed industry	4.2	4.9	6.2	514.0
Whether changed occupation				
Same occupation	8.6	9.7	10.5	869.7
Changed occupation	3.4	4.1	4.5	372.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>8 279.6</b>

Source: Labour Mobility, Australia (Cat. no. 6209.0).

### 3.16 PERSONS WHO WERE WORKING AT THE TIME OF SURVEY, DURATION OF CURRENT JOB, FEBRUARY

	1992	1994		1996
<i>Duration of current job</i>	%	%	%	'000
Total under 1 year	19.6	22.4	23.5	1 941.8
Under 3 months	7.7	8.9	8.9	740.4
3 and under 6 months	4.6	5.3	5.6	463.9
6 and under 12 months	7.3	8.2	8.9	737.6
1 and under 2 years	10.8	10.5	12.2	1 007.6
2 and under 3 years	11.7	8.4	9.3	769.2
3 and under 5 years	16.4	15.0	12.3	1 016.4
5 and under 10 years	17.8	20.2	19.5	1 618.5
Total 10 years and over	23.7	23.6	23.3	1 926.0
10 and under 20 years	15.5	15.1	15.1	1 249.9
20 years and over	8.2	8.5	8.2	676.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>8 279.6</b>

Source: Labour Mobility, Australia (Cat. no. 6209.0).

#### MULTIPLE JOBHOLDERS

In August 1994, 404,100 persons aged 15 and over were multiple jobholders. The proportion of employed persons who held a second job has increased steadily from 2.8% in August 1983 to 5.1% in August 1994.

Of the 404,100 multiple jobholders in August 1994, the number of males and females was almost equal (201,300 and 202,800 respectively). Multiple jobholders were most likely to be a husband or wife with dependants, representing 41.1% of all multiple jobholders in August 1994. Of all multiple jobholders, 22.3% were husbands or wives in couple families without dependants.

Of all age groups, the 35 to 44 age group had the highest proportion of multiple jobholders. Some 29.2% of male multiple jobholders and 34.5% of female multiple jobholders were aged 35 to 44. The next largest group for both sexes was the 25 to 34 age group with 26.5% for males and 22.6% for females.

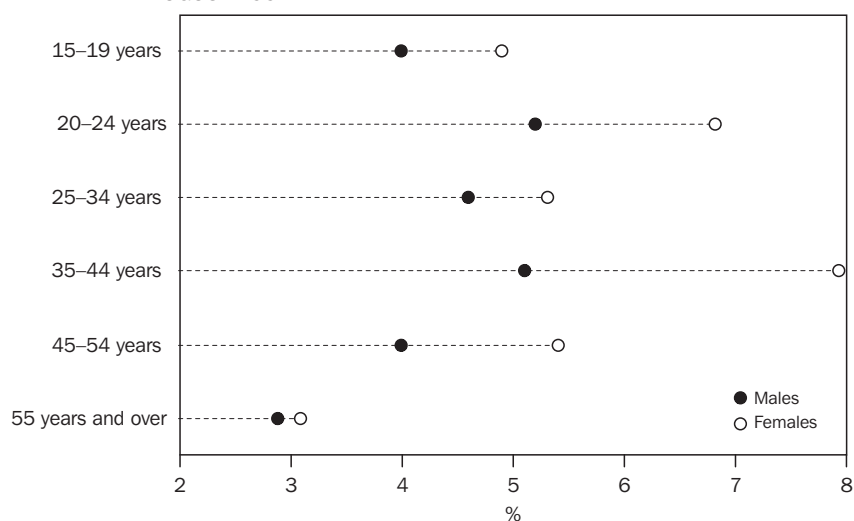
Most male multiple jobholders worked as Professionals (19.2%), Tradespersons (17.4%) or Labourers and related workers (14.7%) in their main job. In comparison, female multiple jobholders were most often employed as Salespersons and personal service workers (27.5%), Clerks (25.0%) or Professionals (21.8%) in their main job.

## 3.17 MULTIPLE JOBHOLDERS, OCCUPATION, INDUSTRY OF SECOND JOB, AUGUST 1994

	Males		Females		Persons	
	Number	Proportion of all employed males	Number	Proportion of all employed females	Number	Proportion of all employed persons
	'000	%	'000	%	'000	%
<b>Industry of second job</b>						
Agriculture, forestry and fishing	24.4	7.7	7.0	5.4	31.4	7.0
Mining	*0.9	*1.2	—	—	*0.9	*1.1
Manufacturing	12.9	1.5	10.0	3.3	22.8	2.0
Electricity, gas and water supply	*1.0	*1.3	—	—	*1.0	*1.1
Construction	11.0	2.2	5.0	6.2	16.1	2.8
Wholesale trade	7.2	2.1	7.6	5.2	14.8	3.1
Retail trade	23.7	4.0	30.6	4.9	54.3	4.5
Accommodation, cafes and restaurants	20.7	11.9	17.0	7.8	37.7	9.6
Transport and storage	9.1	3.1	4.5	5.5	13.7	3.6
Communication services	*0.2	—	*0.9	—	*1.1	—
Finance and insurance	*3.1	*2.2	*3.0	*1.6	6.1	1.9
Property and business services	27.9	6.7	19.7	6.0	47.6	6.4
Government administration and defence	4.7	2.2	8.8	5.8	13.5	3.7
Education	13.5	6.5	32.0	8.4	45.6	7.7
Health and community services	8.6	5.2	33.6	6.1	42.1	5.9
Cultural and recreational services	21.8	20.7	15.0	15.1	36.8	18.0
Personal and other services	10.5	6.5	8.1	5.5	18.6	6.0
<b>Occupation of second job</b>						
Managers and administrators	28.3	4.1	10.2	4.3	38.6	4.2
Professionals	36.2	5.6	42.9	9.0	79.1	7.0
Para-professionals	14.5	6.0	12.2	5.7	26.7	5.9
Tradespersons	21.2	2.0	*3.9	*3.0	25.1	2.1
Clerks	7.3	2.4	42.5	4.1	49.8	3.7
Salespersons and personal service workers	31.2	6.7	61.1	7.1	92.3	6.9
Plant and machinery operators and drivers	17.6	3.5	*3.0	*3.7	20.7	3.5
Labourers and related workers	45.0	5.8	26.9	6.4	71.9	6.0
<b>Total</b>	<b>201.3</b>	<b>4.4</b>	<b>202.8</b>	<b>6.1</b>	<b>404.1</b>	<b>5.1</b>

Source: Multiple Jobholding, Australia (Cat. no. 6216.0.40.001).

## 3.18 MULTIPLE JOBHOLDERS AS PER CENT OF LABOUR FORCE, AUGUST 1994



Source: Multiple Jobholding, Australia (Cat. no. 6216.0.40.001).

### 3.19 MULTIPLE JOBHOLDERS, SELECTED CHARACTERISTICS, AUGUST 1994

				<i>Proportion of employed persons</i>			<i>Proportion of labour force</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%	%	%	%
<b>Marital status</b>									
Married	134.5	129.4	263.8	4.5	6.2	5.2	4.2	5.8	4.9
Not married	66.8	73.5	140.3	4.3	5.9	5.0	3.7	5.1	4.3
<b>Birthplace and period of arrival</b>									
Born in Australia	159.4	163.7	323.1	4.7	6.3	5.4	4.3	5.8	5.0
Born outside Australia	41.9	39.1	81.0	3.7	5.1	4.2	3.3	4.5	3.8
Born in main English speaking countries	21.8	21.3	43.2	4.4	5.8	5.0	4.0	5.4	4.6
Born in other countries	20.1	17.7	37.8	3.1	4.5	3.6	2.7	3.8	3.1
<b>Age group (years)</b>									
15-19	11.3	13.0	24.3	4.0	4.9	4.5	3.3	3.9	3.6
20-24	27.7	32.2	59.9	5.2	6.8	6.0	4.4	6.0	5.1
25-34	53.5	45.9	99.5	4.6	5.3	4.9	4.2	4.9	4.5
35-44	58.7	69.9	128.7	5.1	7.9	6.3	4.7	7.4	5.9
45-54	35.9	35.0	70.9	4.0	5.4	4.6	3.7	5.1	4.3
55 and over	14.2	6.7	20.9	2.9	3.1	3.0	2.6	3.0	2.7
<b>Total</b>	<b>201.3</b>	<b>202.8</b>	<b>404.1</b>	<b>4.4</b>	<b>6.1</b>	<b>5.1</b>	<b>4.0</b>	<b>5.5</b>	<b>4.7</b>

Source: Multiple Jobholding, Australia (Cat. no. 6216.0.40.001).

#### CAREER EXPERIENCE

In November 1996, 5,155,100 employees had been with their current employer for one year or more and 1,702,300 had been with their current employer for less than one year. Full-time employees (45.1%) were more likely to have worked with their current employer for more than five years than part-time employees (25.4%). Permanent employees (46.6%) were more likely to have worked for their current employer for more than five years than casual employees (19.5%).

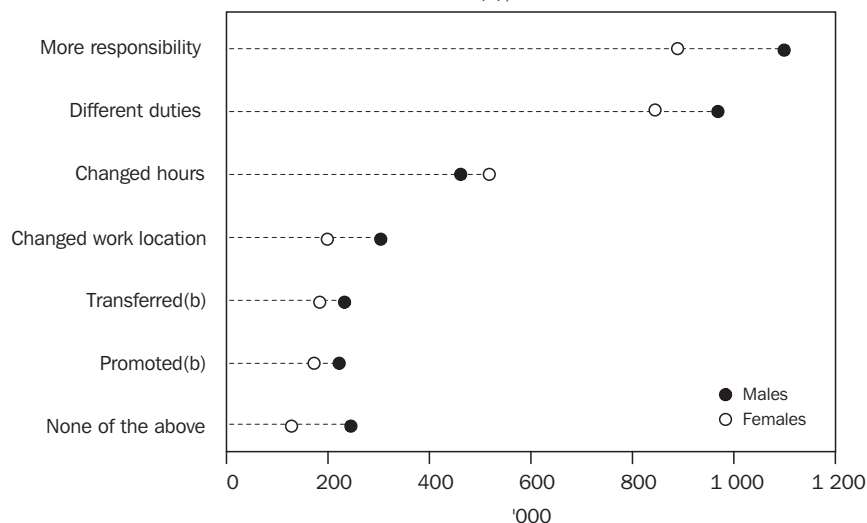
Of those persons who had been with their current employer for one year or more, 4,788,300 (69.8%) had experienced some change in their work in the previous 12 months. The most common changes reported were: more responsibility (37.0%), new, different or extra duties (33.9%) and changed hours (18.3%). Other changes surveyed were: changed location (9.4%), transferred (7.7%) and promoted (7.3%).

An estimated 222,700 employees who had worked with their current employer for more than six months, had taken a break from their current employment of six months or more. Females made up the majority (67.1%) of persons taking a break of six months or more. Females also made up 97.7% of all persons who took a break from work for family reasons. The majority (57.2%) of males took their most recent break from work for personal reasons.

## CAREER EXPERIENCE *continued*

In November 1996 there were 1,112,800 employees with children under six years of age, of which 61.6% (685,500) took a break when their youngest child was born. Females made up 95.1% of the 83,400 employees who had left the labour force when their youngest child was born. Of these females, 45.1% did not return to the labour force for more than one year and 33.9% returned between 6 and 12 months.

### 3.20 EMPLOYEES' CHANGES IN WORK(a), NOVEMBER 1996



(a) Excludes employees who were with their current employer for less than one year.

(b) Excludes 370,100 owner-managers who were not asked whether they had been promoted or transferred.  
Source: Career Experience, Australia (Cat. no. 6254.0).

### 3.21 EMPLOYMENT STATUS IN CURRENT POSITION, SELECTED CHARACTERISTICS, NOVEMBER 1996

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Length of time with current employer</b>									
Less than 1 year									
Less than 6 months	383.1	141.8	524.9	58.3	360.3	418.6	441.4	502.1	943.5
6 and under 12 months	442.7	69.3	512.1	65.3	181.4	246.8	508.0	250.7	758.9
Total less than 1 year	825.8	211.2	1 037.0	123.6	541.7	665.3	949.4	752.9	1 702.3
1 and under 3 years	1 017.7	109.8	1 127.5	150.5	288.5	439.0	1 168.2	398.3	1 566.5
3 and under 5 years	585.0	57.5	642.4	78.9	121.6	200.5	663.9	179.1	842.9
5 and under 10 years	967.5	59.0	1 026.5	140.3	104.6	244.9	1 107.8	163.6	1 271.4
10 years or more	1 202.2	73.7	1 275.9	114.2	84.3	198.5	1 316.4	158.0	1 474.4
<b>Length of time in current position</b>									
Less than 1 year									
Less than 6 months	559.4	148.2	707.7	74.0	370.5	444.5	633.4	518.7	1 152.2
6 and under 12 months	601.5	70.4	671.9	78.3	187.5	265.8	679.8	257.9	937.7
Total less than 1 year	1 161.0	218.6	1 379.6	152.3	558.0	710.3	1 313.3	776.6	2 089.9
1 and under 3 years	1 238.5	108.3	1 346.8	165.9	290.3	456.2	1 404.4	398.6	1 803.0
3 and under 5 years	648.8	55.6	704.3	77.3	117.4	194.7	726.1	173.0	899.0
5 and under 10 years	837.9	57.4	895.3	123.6	97.7	221.3	961.5	155.1	1 116.6
10 years or more	712.1	71.2	783.2	88.4	77.4	165.7	800.5	148.6	948.9
<b>Total</b>	<b>4 598.2</b>	<b>511.1</b>	<b>5 109.2</b>	<b>607.5</b>	<b>1 140.7</b>	<b>1 748.2</b>	<b>5 205.7</b>	<b>1 651.8</b>	<b>6 857.5</b>

Source: Career Experience, Australia (Cat. no. 6254.0).



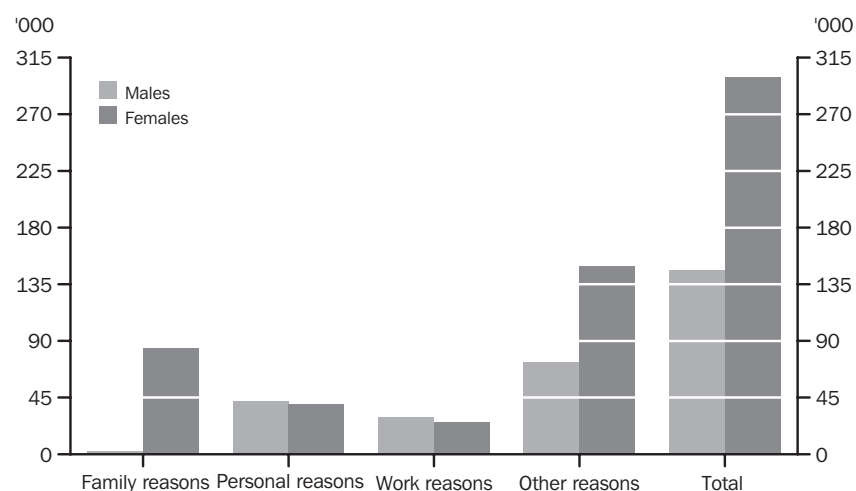
## 3.22 EMPLOYEES WITH CHILDREN UNDER SIX YEARS WHO TOOK A BREAK FROM WORK, NOVEMBER 1996

	<i>Paid leave only</i>	<i>Unpaid leave only</i>	<i>Paid and unpaid leave or other arrangements</i>	<i>Total(a)</i>	<i>Left the labour force</i>	<i>Total</i>
<i>Length of break when youngest child born</i>	'000	'000	'000	'000	'000	'000
<b>MALES</b>						
Less than 6 weeks	314.1	35.5	29.6	379.2	*3.0	382.3
6 weeks to less than 3 months	*7.5	*1.2	*2.4	11.1	*0.5	11.6
3 months to less than 6 months	*0.5	*0.3	*0.4	*1.2	*0.6	*1.8
6 months to less than 1 year	—	*0.7	—	*0.7	—	*0.7
1 year or more	—	*1.4	—	*1.4	—	*1.4
<b>Total</b>	<b>322.2</b>	<b>39.2</b>	<b>32.3</b>	<b>394.2</b>	<b>*4.1</b>	<b>398.4</b>
<b>FEMALES</b>						
Less than 6 weeks	8.8	9.2	*0.7	18.7	*4.4	23.1
6 weeks to less than 3 months	*7.5	10.5	*2.1	20.1	*4.1	24.2
3 months to less than 6 months	11.9	34.9	12.3	59.1	*7.3	66.4
6 months to less than 1 year	*5.0	32.3	21.9	59.2	26.9	86.1
1 year or more	*2.2	27.1	18.7	48.1	35.8	83.9
<b>Total</b>	<b>35.4</b>	<b>114.0</b>	<b>55.7</b>	<b>207.8</b>	<b>79.3</b>	<b>287.1</b>
<b>PERSONS</b>						
Less than 6 weeks	322.9	44.7	30.2	397.9	*7.5	405.3
6 weeks to less than 3 months	15.0	11.7	*4.4	31.2	*4.6	35.8
3 months to less than 6 months	12.4	35.3	12.7	60.3	*7.9	68.2
6 months to less than 1 year	*5.0	33	21.9	59.9	26.9	86.8
1 year or more	*2.2	28.6	18.7	49.5	35.8	85.4
<b>Total</b>	<b>357.6</b>	<b>153.2</b>	<b>88.0</b>	<b>602.1</b>	<b>83.4</b>	<b>685.5</b>

(a) Includes persons currently away from work.

Source: Career Experience, Australia (Cat. no. 6254.0).

## 3.23 JOBHOLDERS WHO HAVE HAD A BREAK(a), NOVEMBER 1996



(a) Excludes persons currently on a break from work.

Source: Career Experience, Australia (Cat. no. 6254.0).

## WORKING ARRANGEMENTS

### Flexibility of work start and finish times

In August 1995 almost two-thirds (4,248,300) of Australia's 6,690,000 employees had fixed times at which they started and finished work in their main job. Of these 4,248,300 persons, the majority (78.7% or 3,343,100) had not negotiated their start and finish times with their employer. The remaining 905,300 (21.3%) had negotiated these times with their employer.

For those 2,441,600 (36.5%) employees whose start and finish times were not fixed, most (62.1% or 1,516,700) had flexible working hours in that their start and finish times were variable on a daily basis. The remaining 929,900 (37.9%) employees were not able to vary their start and finish times on a daily basis.

Male full-time employees had the greatest degree of flexibility in their start and finish times, with 25.9% able to vary their start and finish times on a daily basis. In comparison, this level of flexibility was available to 19.2% of male part-time employees, 20.6% of female full-time employees and 18.0% of female part-time employees.

### Accumulation of time credits

In August 1995, 37.3% of all employees were able to work extra hours in order to take time off at a future date, that is, they were able to accumulate time credits.

The proportion of full-time employees who were able to accumulate time credits was higher for females (42.0%) than for males (39.1%). Similarly, for part-time employees a greater proportion of females (30.3%) were able to accumulate time credits than males (20.7%).

The occupation groups with the highest proportions of employees able to accumulate time credits were Clerks (47.3% for males and 54.7% for females) and Managers and administrators (46.7% for males and 49.1% for females). In contrast, 22.9% of male and 23.2% of female Plant and machine operators and drivers and 27.3% of male and 21.8% of female Labourers and related workers could accumulate time credits.

### Rostered days off (RDOs)

In August 1995, some 26.5% (1,774,000) of employees in their main job had a rostered day off, as part of their regular working arrangements in that job.

The proportion was higher for full-time employees (33.2% or 1,695,400) than for part-time employees, at only 5.0% (78,700). A higher proportion of male full-time employees (35.6%) were entitled to an RDO than female full-time employees (28.7%).

## WORKING ARRANGEMENTS

Rostered days off (RDOs) *continued*

Of the 1,205,300 males entitled to an RDO, 96.1% were permanent employees and of the 568,700 females entitled to an RDO, 94.4% were permanent employees.

## Overtime

Overtime was worked on a regular basis by 2,386,200 employees, or 35.7% of all employees in August 1995, which is a three percentage point increase since August 1993.

Males accounted for two-thirds of those working overtime, with 42.8% of all male employees regularly working overtime, compared with 26.8% of female employees.

Occupation groups with the highest proportion of employees who usually worked overtime were Managers and administrators (61.6%) and Professionals (56.1%).

## Shift work

In the four weeks prior to the survey in August 1995, 14.6% of employees (977,400) worked shift work in their main job. Some characteristics of shift workers were:

- 571,500 were males and 405,900 were females;
- 711,700 were full-time employees;
- 784,300 were permanent employees;
- 19.4% were aged 15 to 24, 30.3% were aged 25 to 34, 25.6% were aged 35 to 44 and 24.7% were aged 45 and over;
- the occupation groups Para-professionals (200,700 or 20.5%) and Labourers and related workers (194,800 or 19.9%) had the highest representation; and
- by industry, Health and community services (247,300 or 25.3%) and Manufacturing (188,000 or 19.2%) had the highest frequencies.

## Absences

In August 1995, an estimated 1,236,200 (18.4%) of all employees had one or more absences from their main job of at least three hours duration in the previous two weeks.

Permanent and casual full time employees had higher rates of absences (19.6% and 20.7% respectively) than part-time employees (permanent 18.7% and casual 11.6%). For full-time employees, females (21.8%) had higher rates of absences than males (18.7%).

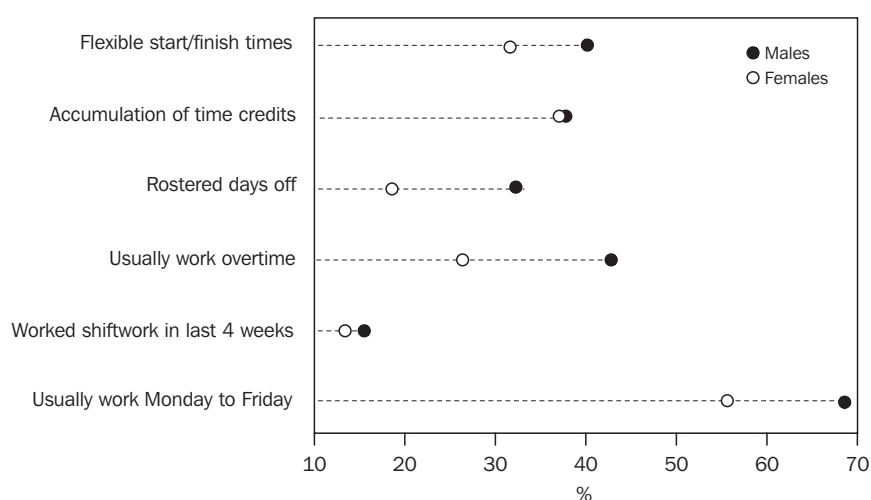
## WORKING ARRANGEMENTS *continued*

### Absences *continued*

Of those employees who had been absent from work at some time in the previous two weeks, most absences had been taken on sick leave (52.7%) or holiday leave (22.7%). The most common reasons given for the most recent absence were 'own ill health, physical disability or pregnancy' (50.5%) and 'recreational purposes' (22.3%).

Almost three-quarters (74.0%) of employees who had been absent from work in the previous two weeks had been on paid leave.

## 3.24 AGREEMENTS, PROPORTION OF EMPLOYEES PARTICIPATING, AUGUST 1995



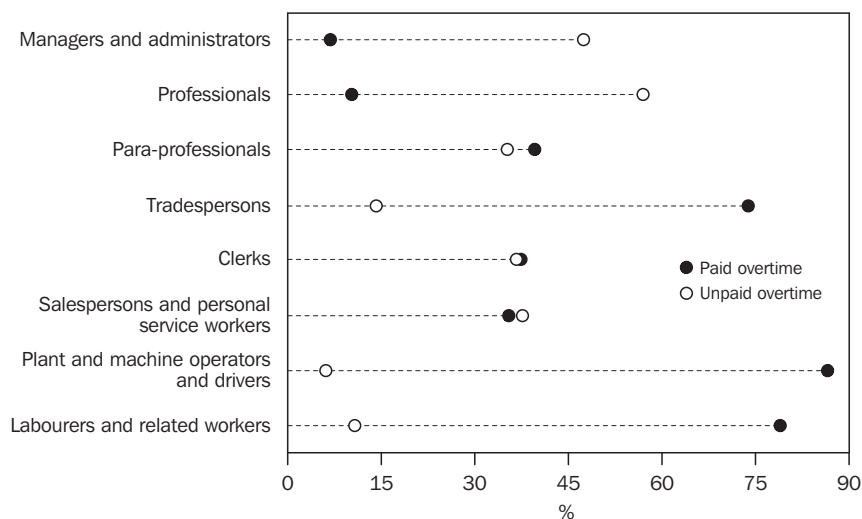
Source: *Working Arrangements, Australia* (Cat. no. 6342.0.40.001).

## 3.25 WORKING ARRANGEMENTS, FULL-TIME OR PART-TIME IN MAIN JOB, AUGUST 1995

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Whether start and finish times are fixed</b>									
Start and finish times are not fixed									
Variable daily	863.3	363.6	1 226.9	69.2	220.6	289.8	932.5	584.2	1 516.7
Not variable daily	465.7	169.5	635.2	83.8	205.9	289.8	549.5	375.4	924.9
All not fixed start and finish times	1 329.0	533.1	1 862.1	153.0	426.6	579.5	1 482.0	959.6	2 441.6
Start and finish times are fixed									
Times were negotiated with employer	367.8	244.1	611.9	46.0	247.4	293.4	413.8	491.5	905.3
Times were not negotiated with employer	1 638.8	991.1	2 629.9	160.0	553.2	713.2	1 798.8	1 544.3	3 343.1
All fixed start and finish times	2 006.5	1 235.2	3 241.7	206.0	800.6	1 006.6	2 212.6	2 035.8	4 248.3
<b>Whether entitled to a rostered day off</b>									
Entitled to a rostered day off	1 187.1	508.2	1 695.4	18.2	60.5	78.7	1 205.3	568.7	1 774.0
Every week	93.0	54.9	147.9	7.1	21.8	28.9	100.1	76.7	176.8
Every fortnight	302.7	91.3	394.0	*2.7	7.9	10.6	305.4	99.2	404.6
Every month	708.6	322.4	1 031.0	7.2	18.2	25.5	715.8	340.6	1 056.4
Other	82.7	39.7	122.4	*1.2	12.5	13.7	84.0	52.2	136.1
Not entitled to a rostered day off	2 148.4	1 260.0	3 408.5	340.8	1 166.7	1 507.5	2 489.3	2 426.7	4 916.0
<b>Whether overtime is worked on a regular basis</b>									
Overtime is worked on a regular basis	1 545.7	650.9	2 196.6	36.6	153.0	189.6	1 582.3	803.9	2 386.2
Overtime is not worked on a regular basis	1 789.9	1 117.4	2 907.2	322.4	1 074.1	1 396.5	2 112.3	2 191.5	4 303.8
<b>Whether worked shift work in the last four weeks</b>									
Worked shift work in the last four weeks	507.9	203.8	711.7	63.6	202.1	265.7	571.5	405.9	977.4
Did not work shift work in the last four weeks	2 827.7	1 564.5	4 392.2	295.4	1 025.0	1 320.4	3 123.1	2 589.5	5 712.6
<b>Total</b>	<b>3 335.6</b>	<b>1 768.3</b>	<b>5 103.8</b>	<b>359.0</b>	<b>1 227.2</b>	<b>1 586.2</b>	<b>3 694.6</b>	<b>2 995.4</b>	<b>6 690.0</b>

Source: Working Arrangements, Australia (Cat. no. 6342.0.40.001).

## 3.26 PROPORTION WHO REGULARLY WORK OVERTIME, AUGUST 1995



Source: Working Arrangements, Australia (Cat. no. 6342.0.40.001).

## 3.27 WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS, AUGUST 1995

	<i>Had child(ren) aged under twelve years</i>			<i>Did not have child(ren) aged under twelve years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Main reason for most recent absence</b>									
Had an absence in the last two weeks									
Personal reasons									
Recreational purposes	41.2	21.2	62.5	115.4	98.0	213.5	156.7	119.2	275.9
Attending a medical or dental appointment	6.4	*2.5	8.9	17.3	12.6	29.9	23.7	15.1	38.8
Own ill health, physical disability or pregnancy	94.9	75.4	170.3	225.9	228.1	454.0	320.8	303.5	624.3
Attending a funeral, death in family	7.0	*4.3	11.3	13.2	13.1	26.3	20.2	17.4	37.6
Attending an educational institution study or exams	*2.2	*0.9	*3.1	10.9	11.8	22.6	13.1	12.6	25.7
Home maintenance or housework	*1.6	*0.3	*1.9	*2.0	*1.2	*3.2	*3.6	*1.5	5.2
Other personal reasons	6.6	5.4	12.0	21.3	14.0	35.3	27.9	19.4	47.3
All personal reasons	160.0	109.9	269.9	406.0	378.8	784.8	566.0	488.7	1 054.7
Family reasons									
Caring for aged, ill or disabled person	5.8	*3.5	9.3	8.0	5.9	13.9	13.9	9.4	23.3
Child-related reasons	11.5	29.9	41.4	*2.9	6.3	9.2	14.4	36.2	50.6
Other family reasons	6.0	*2.5	8.5	5.7	*4.0	9.7	11.7	6.5	18.3
All family reasons	23.3	36.0	59.3	16.7	16.2	32.9	40.1	52.1	92.2
No particular reason	*0.4	*0.4	*0.9	4.7	*3.1	7.8	5.1	*3.5	8.6
Work related reason	13.4	*3.8	17.2	29.2	14.5	43.7	42.5	18.3	60.9
Other reason	*2.5	*2.8	5.2	9.8	4.7	14.5	12.3	7.4	19.7
All absences in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1 236.2
Did not have an absence in the last two weeks	882.6	627.7	1 510.3	2 145.9	1 797.6	3 943.5	3 028.5	2 425.3	5 453.8
<b>Type of leave taken for most recent absence</b>									
Had an absence in the last two weeks									
Holiday leave	49.4	19.9	69.3	118.9	92.3	211.2	168.3	112.1	280.5
Study leave, examination leave	*2.7	*1.4	*4.1	12.0	14.3	26.3	14.8	15.6	30.4
Sick leave	106.6	78.8	185.4	236.3	230.1	466.4	343.0	308.9	651.9
Long service leave	*1.7	*3.2	4.9	5.2	6.2	11.4	6.9	9.4	16.4
Bereavement leave	5.2	*3.2	8.4	8.9	11.2	20.1	14.1	14.4	28.6
Maternity paternity and parental leave	5.1	15.9	21.0	*1.8	*3.4	5.2	6.8	19.4	26.2
More than type of leave	*0.8	*0.6	*1.3	*2.0	*1.3	*3.3	*2.8	*1.9	4.6
Unapproved leave	5.7	6.7	12.4	14.0	8.3	22.3	19.7	15.1	34.7
Other leave	22.3	23.3	45.7	67.2	50.0	117.3	89.6	73.3	162.9
All absences in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1 236.2
Did not have an absence in the last two weeks	882.6	627.7	1 510.3	2 145.9	1 797.6	3 943.5	3 028.5	2 425.3	5 453.8
<b>Total</b>	<b>1 082.2</b>	<b>780.6</b>	<b>1 862.9</b>	<b>2 612.3</b>	<b>2 214.8</b>	<b>4 827.1</b>	<b>3 694.6</b>	<b>2 995.4</b>	<b>6 690.0</b>

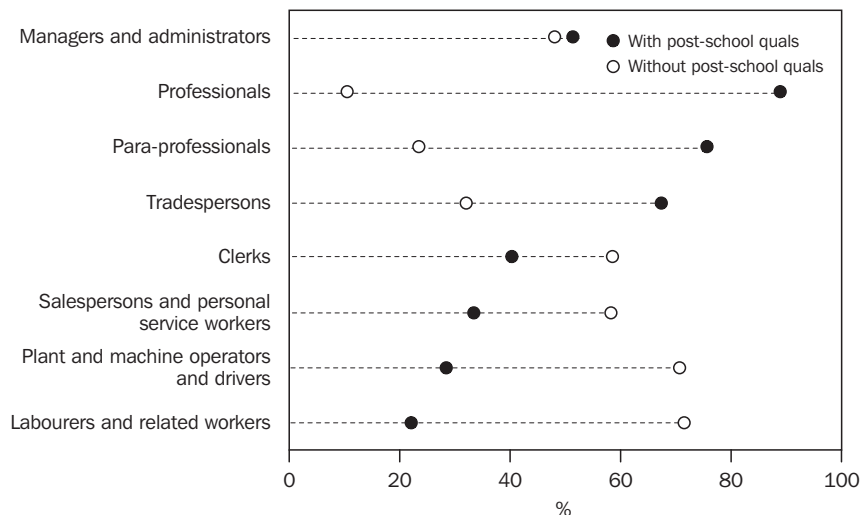
Source: Working Arrangements, Australia (Cat. no. 6342.0.40.001).

## EDUCATIONAL ATTAINMENT

In May 1996, just over 8.2 million persons aged 15–64 were employed, and 4.1 million of these had post-school qualifications. Of the 1,307,200 employed persons with a bachelor degree or higher qualification, 56.2% were employed as professionals in May 1996. The next largest categories were managers and administrators (11.9%) and salespersons (7.2%) while tradespersons, plant operators and labourers accounted for the remaining 5.0%.

**3.28**

EMPLOYED PERSONS, EDUCATIONAL ATTAINMENT, OCCUPATION, MAY 1996



Source: *Transition from Education to Work, Australia* (Cat. no. 6227.0).

In May 1996, 47.6% of the 1,400,800 employed persons with a skilled vocational qualification, were employed as tradespersons. Of all the employed persons with a skilled vocational qualification, more than half (53.3%) were employed in Manufacturing, Construction or Retail trade industries.

Just over half (53.7%) of employed persons with a bachelor degree or higher were males, while 85.8% of employed persons with a skilled vocational qualification were males.

The majority of apprentices in Australia were male (88.2%), as opposed to female (11.8%). These apprentices were primarily employed in the Manufacturing, Wholesale and Retail trade and Construction industries in May 1996.

## 3.29 EMPLOYED PERSONS(a), EDUCATIONAL ATTAINMENT, SUMMARY OF CHARACTERISTICS, MAY 1996

	Degree or higher	Under- graduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	Completed highest level of school	Did not complete highest level of school	Total without post- school quals(b)	Total(c)
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Area of usual residence</b>									
Capital city	991.0	170.0	392.3	832.0	323.0	991.3	1 356.7	2 350.1	5 168.6
Balance of State/Territory	316.2	92.1	190.3	568.8	220.3	456.9	1 113.8	1 571.5	3 042.2
<b>Birthplace and period of arrival</b>									
Born in Australia	894.1	182.5	413.4	1 060.9	432.8	1 065.0	1 971.3	3 037.2	6 193.3
Born outside Australia									
Arrived before 1961	38.1	8.4	24.1	55.9	11.7	40.0	96.6	136.6	274.7
Arrived 1961-1970	62.7	15.0	34.0	91.8	23.0	69.5	158.6	228.3	455.2
Arrived 1971-1980	88.4	18.7	336.0	79.1	28.0	96.4	105.8	202.2	452.3
Arrived 1981-1990	148.6	22.6	54.3	85.0	37.7	135.4	109.4	245.2	607.7
Arrived 1991-1996	75.3	14.9	23.1	28.1	10.1	41.9	28.8	72.1	227.7
All born outside Australia	413.1	79.5	169.2	339.9	110.6	383.2	499.1	884.4	2 017.5
<b>Status of worker</b>									
Wage and salary earners	1 180	232.3	497.8	1 090.2	483.5	1 307.7	2 045.2	3 356.2	7 020.3
Other	127.3	29.8	84.8	310.6	59.9	140.5	424.9	565.4	1 190.6
<b>Type of employment</b>									
Full-time workers	1 066.4	187.7	482.8	1 257.4	350.0	1 015.4	1 802.7	2 820.4	6 167.1
Part-time workers	240.8	74.3	99.7	143.4	193.3	432.7	667.8	1 101.2	2 043.8
<b>Occupation in current job</b>									
Managers and administrators	155.2	25.2	68.8	144.9	30.0	135.8	259.9	395.7	820.0
Professionals	734.0	96.5	111.0	58.4	17.8	81.8	42.5	124.3	1 142.5
Para-professionals	130.1	62.0	82.0	67.1	29.5	61.8	54.9	116.7	488.7
Tradespersons	24.2	9.8	94.6	667.1	18.3	123.7	264.9	388.6	1 204.3
Clerks	128.0	27.9	69.6	87.0	238.4	334.4	462.8	797.2	1 354.8
Salespersons and personal service workers	94.5	23.7	98.2	125.9	142.6	398.4	443.3	842.4	1 439.0
Plant and machine operators and drivers	9.7	5.3	19.3	112.8	14.8	82.1	313.3	396.8	560.7
Labourers and related workers	31.5	11.5	39.1	137.6	52.0	230.3	628.9	860.0	1 200.9

(a) Persons aged 15-64.

(b) Includes persons who never attended school.

(c) Includes persons still at school.

...continued



### 3.29 EMPLOYED PERSONS(a), EDUCATIONAL ATTAINMENT, SUMMARY OF CHARACTERISTICS, MAY 1996 — continued

Industry of current job	Degree or higher	Under- graduate diploma	Associate diploma	Skilled vocational qualification	Basic vocational qualification	Completed highest level of school	Did not complete highest level of school	Total without post- school quals(b)	Total(c)
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Agriculture, forestry and fishing	14.9	6.9	19.1	47.8	25.7	45.5	204.8	250.4	371.8
Mining	12.5	*0.8	6.7	26.9	*3.5	8.6	28.2	36.8	87.2
Manufacturing	87.2	18.4	73.9	268.4	51.1	174.6	409.1	585.1	1 090.3
Electricity, gas and water	9.2	*1.5	6.8	28.4	*3.3	6.5	17.9	24.4	73.6
Construction	26.3	6.0	43.9	276.5	23.7	63.3	171.7	235.0	613.0
Wholesale trade	55.0	9.7	35.8	92.2	31.8	100.6	156.7	257.3	483.9
Retail trade	48.6	13.9	59.6	201.5	59.9	308.1	417.2	725.8	1 245.6
Accommodation, cafes and restaurants	20.3	5.6	27.4	54.7	25.3	95.4	132.0	227.4	373.6
Transport and storage	29.3	6.1	29.7	80.0	21.1	70.9	165.9	236.8	403.9
Communication services	19.1	*3.2	18.5	21.7	11.7	34.5	65.6	100.1	174.4
Finance and insurance services	63.6	5.9	29.1	20.3	23.9	102.3	75.9	178.2	320.9
Property and business services	237.2	26.7	69.7	81.8	67.5	133.7	154.2	288.2	778.1
Government administration & defence	88.3	11.8	28.1	40.5	29.5	64.4	100.4	164.8	363.3
Education	297.9	58.4	41.5	29.2	34.2	52.0	74.6	126.6	589.4
Health and community services	229.3	72.1	53.4	39.8	103.0	79.9	167.4	248.1	749.7
Cultural and recreational services	32.5	6.9	12.9	21.4	9.7	48.2	45.1	93.2	181.1
Personal and other services	36.1	8.3	26.4	69.9	18.3	59.7	83.7	143.4	311.1
<b>Persons</b>	<b>1 307.2</b>	<b>262.0</b>	<b>582.6</b>	<b>1 400.8</b>	<b>543.3</b>	<b>1 448.2</b>	<b>2 470.5</b>	<b>3 921.6</b>	<b>8 210.9</b>
<b>Males</b>	701.4	95.0	375.8	1 201.8	99.2	774.5	1 328.7	2 104.8	4 656.6
<b>Females</b>	605.8	167.0	206.7	199.0	444.1	673.6	1 141.7	1 816.8	3 554.2

(a) Persons aged 15–64.

(b) Includes persons who never attended school.

(c) Includes persons still at school.

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

### 3.30 APPRENTICES, SUMMARY OF CHARACTERISTICS, MAY

	1991	1995	1996
	'000	'000	'000
<b>Sex</b>			
Males	122.2	103.4	111.4
Females	17.0	11.2	14.9
<b>Age</b>			
15-17	29.1	19.1	20.6
15-19	90.2	68.2	67.8
18	30.4	24.6	24.9
19	30.7	24.6	22.3
20-24	45.2	40.7	54.5
25-34	3.7	*5.6	*4.0
<b>Birthplace</b>			
Born in Australia	127.7	108.9	120.2
Born outside Australia	11.5	5.7	6.1
<b>Whether attended an educational institution and type of institution attended in previous year</b>			
Attended	111.3	99.4	113.1
School	14.8	20.2	20.9
Tertiary	96.5	79.2	92.1
Did not attend	27.9	15.2	13.2
<b>Age at time of leaving full-time education</b>			
Attending full-time in May	6.8	*3.0	*5.2
Not attending full-time in May	129.1	111.6	117.1
Left at age			
15	24.4	15.5	13.0
16	46.9	26.5	34.2
15-19	124.2	101.8	112.5
17-19	52.9	59.8	31.0
Other(a)	4.9	9.7	*4.6
Not asked(b)	*3.3	—	*4.0
<b>Type of school last attended</b>			
Government	109.5	80.0	90.3
Non-government	25.9	29.0	32.0
Not asked(c)	3.7	5.6	*4.0

(a) Comprises persons who left school at age 10-14 or 20-34.

(b) Persons aged 25-34 who were not full-time students in 1995 were not asked the age at which they left full-time education.

(c) Comprises persons aged 25-34 and persons who had never attended school.

...continued

### 3.30 APPRENTICES, SUMMARY OF CHARACTERISTICS, MAY — *continued*

	1991	1995	1996
	'000	'000	'000
<b>Industry(a)</b>			
Manufacturing	..	35.2	30.5
Construction	..	26.3	27.5
Wholesale and retail trade	..	30.5	28.3
Accommodation, cafes and restaurants	..	*5.7	8.8
Recreation, personal and other services	..	8.0	10.6
Other(b)	..	13.5	20.6
<b>Field of trade</b>			
Metal fitting and machining; other metal	19.5	17.2	18.5
Electrical and electronics	21.0	13.5	18.5
Building	25.5	21.1	23.8
Vehicle	24.9	17.7	21.9
Food	11.3	12.7	14.0
Hairdressing	10.9	6.1	7.8
Other(c)	26.1	26.3	21.9
<b>Year of apprenticeship</b>			
First	24.2	38.7	36.9
Second	44.6	30.8	36.1
Third	41.0	26.4	33.3
Fourth/fifth	29.4	18.7	20.0
<b>All apprentices</b>	<b>139.1</b>	<b>114.6</b>	<b>126.3</b>

(a) Data for 1991 were classified according to the Australian Standard Industrial Classification (ASIC) and are available on request.

(b) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence.

(c) Comprises Printing; Horticultural; and Other undefined fields of trade..

Source: *Transition from Education to Work, Australia* (Cat. no. 6227.0).

## UNDEREMPLOYED WORKERS

At the broadest level, employed persons can be considered underemployed if they worked less than 35 hours in the reference week and preferred to work more hours. Part-time workers are considered to be involuntary part-time workers if they prefer to work more hours. Full-time workers are also considered as involuntary part-time if they worked less than 35 hours in the reference week for economic reasons (such as being stood down, insufficient work or on 'short time').

In September 1996, 6.5% or 546,500 of the 8,429,600 employed persons aged 15 and over were involuntary part-time workers. Some 91.3% of involuntary part-time workers usually worked part-time. The remaining 8.7% usually worked full-time but worked less than 35 hours in the reference week due to economic reasons.

In September 1996, some 55.7% of involuntary part-time workers were female. The proportion of male involuntary part-time workers has been increasing since the mid 1980s, from 34.0% in May 1985 to 44.3% in September 1996. Since the mid 1980's there has also been an increase in the proportion of older workers who were involuntary part-time.

# UNDEREMPLOYED WORKERS *continued*

For those aged 45 years and over, 16.9% were involuntary part-time in May 1985 compared with 23.4% in September 1996.

Of those involuntary part-time workers who usually work part-time and who were looking for and/or available to start extra work last week, 42.8% wanted 10 to 19 extra hours of work each week, and 23.9% wanted 20 to 29 extra hours. The average number of extra hours wanted was 16.5 (18.2 hours for males and 15.3 hours for females).

## 3.31 UNDEREMPLOYMENT STATUS, SEPTEMBER

	1994			1995			1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Persons aged 15 and over</b>	<b>6 877.9</b>	<b>7 096.7</b>	<b>13 974.6</b>	<b>6 977.7</b>	<b>7 194.8</b>	<b>14 172.5</b>	<b>7 090.5</b>	<b>7 314.8</b>	<b>14 405.2</b>
Not in the labour force	1 787.1	3 269.3	5 056.4	1 779.8	3 288.8	5 068.6	1 846.4	3 328.9	5 175.4
Unemployed	484.2	346.5	830.7	463.7	299.6	763.3	465.8	334.5	800.2
Employed									
Employed full-time/part-time	4 606.6	3 480.8	8 087.4	4 734.2	3 606.4	8 340.6	4 778.3	3 651.3	8 429.6
Fully employed workers									
Fully employed workers	4 395.7	3 190.6	7 586.3	4 494.1	3 278.7	7 772.8	4 536.0	3 347.1	7 883.1
Part-time	317.9	1 207.5	1 525.4	339.0	1 223.1	1 562.1	373.1	1 280.2	1 653.3
Full-time	4 077.8	1 983.1	6 060.9	4 155.1	2 055.6	6 210.7	4 162.9	2 066.9	6 229.8
Involuntary part-time workers									
Involuntary part-time workers	210.9	290.2	501.1	240.1	327.7	567.8	242.3	304.2	546.5
Usually worked full time	31.8	8.9	40.7	51.9	16.5	68.4	39.6	8.2	47.8
Usually worked part time									
Usually worked part time	179.1	281.3	460.4	188.2	311.2	499.4	202.7	296.1	498.7
Had been looking for work with more hours —									
Available to start such work within four weeks	121.7	153.9	275.6	113.3	151.7	265.0	133.2	150.7	283.8
Not available to start such work within four weeks	*1.4	*3.1	—	*4.2	5.8	5.8	*4.2	*3.2	7.4
Had not been looking for work with more hours but available to start such work within four weeks									
Available to start such work within four weeks	43.0	99.2	142.2	55.2	129.1	184.3	51.0	118.6	169.6
Not available to start work within four weeks	13.1	25.1	38.2	15.5	24.6	40.1	14.3	23.6	37.9

Source: *Underemployed Workers, Australia* (Cat. no. 6265.0) and *Labour Force, Australia* (Cat. no. 6203.0).

# 3.32 UNDEREMPLOYMENT STATUS, SELECTED CHARACTERISTICS, SEPTEMBER 1996

	<i>Involuntary part-time workers</i>				<i>Fully employed workers</i>			
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	'000	'000	'000	%	'000	'000	'000	%
<b>State</b>								
New South Wales	72.4	81.8	154.2	28.2	1 533.5	1 126.6	2 660.1	33.7
Victoria	57.3	83.2	140.5	25.7	1 128.5	831.1	1 959.6	24.9
Queensland	50.8	56.3	107.1	19.6	837.9	616.5	1 454.4	18.5
South Australia	21.7	34.1	55.8	10.2	343.9	259.4	603.3	7.7
Western Australia	25.1	29.1	54.2	9.9	459.8	336.5	796.3	10.1
Tasmania	8.4	10.6	19.1	3.5	106.8	74.3	181.1	2.3
Northern Territory	*1.4	3.0	4.4	0.8	46.7	36.5	83.3	1.1
Australian Capital Territory	5.2	6.1	11.3	2.1	78.9	66.2	145.1	1.8
<b>Age group (years)</b>								
15-19	42.1	45.7	87.7	16.1	266.7	248.0	514.7	6.5
20-24	44.0	52.8	96.8	17.7	497.5	425.0	922.5	11.7
25-34	51.2	60.1	111.4	20.4	1 168.0	844.4	2 012.4	25.5
35-44	41.0	82.0	123.0	22.5	1 155.3	877.6	2 033.0	25.8
45-54	41.6	53.2	94.9	17.4	943.5	691.8	1 635.3	20.7
55-59	13.0	7.9	20.9	3.8	270.4	162.5	432.9	5.5
60-64	7.9	*2.2	10.1	1.8	146.3	60.0	206.2	2.6
65 and over	*1.5	*0.3	*1.8	*0.3	88.1	37.9	126.0	1.6
<b>Relationship in household</b>								
Family member								
Husband or wife								
With dependants present	61.0	97.7	158.7	29.0	1 726.0	1 077.0	2 803.1	35.6
Without dependants present	48.1	47.8	95.9	17.5	1 148.2	903.4	2 051.6	26.0
All dependants	109.0	145.5	254.5	46.6	2 874.2	1 980.4	4 854.6	61.6
Lone parent								
With dependants presents	*2.1	30.8	32.9	6.0	37.1	165.9	203.0	2.6
Without dependants present	*1.2	6.4	7.6	1.4	15.9	47.5	63.4	0.8
All dependants	*3.2	37.2	40.5	7.4	53.0	213.3	266.3	3.4
Dependent student	20.9	18.4	39.3	7.2	144.0	179.5	323.5	4.1
Non-dependent child	52.0	39.7	91.7	16.8	527.1	308.1	835.1	10.6
Other family person	7.4	6.1	13.6	2.5	77.2	50.7	127.9	1.6
All family members	192.5	247.0	439.6	80.4	3 675.5	2 732.0	6 407.4	81.3
Non-family member								
Lone person	16.9	19.1	36.0	6.6	340.5	228.7	569.2	7.2
Not living alone	23.0	27.8	50.9	9.3	367.5	265.0	632.5	8.0
Not determined	9.9	10.2	20.1	3.7	152.5	121.4	273.9	3.5
All non-family members	39.9	46.9	86.8	15.9	708.0	493.7	1 201.7	15.2
<b>Birthplace and period of arrival</b>								
Born in Australia	175.7	237.8	413.6	75.7	3 376.9	2 583.5	5 960.4	75.6
Born outside Australia								
Born in main English speaking countries	24.2	25.4	49.6	9.1	504.0	347.5	851.5	10.8
Born in other countries	42.3	41.0	83.3	15.2	655.0	416.1	1 071.2	13.6
All born outside Australia	66.6	66.4	132.9	24.3	1 159.1	763.6	1 922.7	24.4

...continued

### 3.32 UNDEREMPLOYMENT STATUS, SELECTED CHARACTERISTICS, SEPTEMBER 1996 — *continued*

	<i>Involuntary part-time workers</i>				<i>Fully employed workers</i>			
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Persons</i>
	'000	'000	'000	%	'000	'000	'000	%
<b>Full-time and part-time workers</b>								
Full-time	39.6	8.2	47.8	8.7	4 162.9	2 066.9	6 229.8	79.0
Part-time	202.7	296.1	498.7	91.3	373.1	1 280.2	1 653.3	21.0
<b>Status in employment</b>								
Employers	*4.8	*2.1	6.9	1.3	187.7	101.0	288.7	3.7
Own account workers	49.1	21.9	71.1	13.0	480.1	235.0	715.1	9.1
Employees	179.6	271.9	451.6	82.6	3 844.3	2 966.8	6 811.1	86.4
Contributing family workers	8.8	8.2	17.0	3.1	23.9	44.3	68.1	0.9
<b>Number of hours worked in reference week (hours)</b>								
0-5	43.0	59.5	102.6	18.8	274.8	328.6	603.4	7.7
6-10	44.8	53.7	98.5	18.0	99.1	232.8	331.9	4.2
11-15	30.4	46.8	77.2	14.1	71.7	199.4	271.1	3.4
16-20	39.5	50.2	89.7	16.4	92.5	226.7	319.3	4.1
21-29	44.2	64.6	108.8	19.9	129.7	322.6	452.3	5.7
30-34	40.4	29.3	69.8	12.8	217.2	277.8	495.0	6.3
35 or more	..	..	..	..	3 650.9	1 759.2	5 410.1	68.6
<b>Total</b>	<b>242.3</b>	<b>304.2</b>	<b>546.5</b>	<b>100.0</b>	<b>4 536.0</b>	<b>3 347.1</b>	<b>7 883.1</b>	<b>100.0</b>

Source: *Underemployed Workers, Australia (Cat. no. 6265.0).*

## 3.33

## INVOLUNTARY PART-TIME WORKERS, CHARACTERISTICS, SEPTEMBER 1996

	Preferred number of extra hours (hours)					Average preferred number of extra hours
	Less than 10	10-19	20-29	30 or more	Total	
	'000	'000	'000	'000	'000	
<b>Age</b>						hours
15-19	23.4	30.5	13.3	*5.0	72.3	14.3
20-24	18.5	27.8	22.8	11.6	80.7	17.4
25-34	15.3	37.0	22.5	9.7	84.5	17.2
35-44	17.4	42.7	21.5	9.3	91.0	16.5
45-54	13.0	30.0	14.5	8.6	66.1	16.7
55-59	*1.6	*4.7	*3.2	*2.7	12.3	19.2
60-64	*1.0	*4.0	*0.7	*0.8	6.5	14.8
65 and over	—	*0.4	*0.4	—	*0.8	*19.0
<b>Status in employment</b>						
Employers	*0.3	*1.5	*0.6	*0.3	*2.8	*17.0
Own account workers	6.1	16.7	11.0	6.9	40.7	18.4
Employees	81.9	156.3	82.0	37.2	357.4	16.1
Contributing family workers	*1.9	*2.6	5.5	*3.2	13.1	22.7
<b>Usual number of hours worked</b>						
1-5	14.8	13.6	8.1	18.5	55.0	20.3
6-10	17.1	22.2	21.8	25.5	86.6	20.1
11-15	8.7	19.7	31.6	*1.0	61.1	18.5
16-20	9.3	39.4	33.0	*1.3	82.9	16.8
21-29	12.6	59.6	*2.7	*0.6	75.5	12.9
30-34	27.8	22.6	*1.8	*0.8	52.9	9.2
<b>Whether would move interstate</b>						
<i>If offered a suitable job</i>						
Would move interstate	14.7	36.2	28.6	15.7	95.1	18.9
Would not move interstate	67.4	121.1	56.2	24.2	268.9	15.3
Might move interstate	7.1	13.7	11.4	6.3	38.6	18.8
Don't know	*1.1	6.1	*2.9	*1.4	11.5	17.3
<b>Whether would move intrastate</b>						
<i>If offered a suitable job</i>						
Would move intrastate	20.4	54.5	36.1	21.4	132.4	18.4
Would not move intrastate	61.7	98.4	45.3	19.9	225.3	15.0
Might move intrastate	7.8	19.5	16.4	5.3	49.0	18.1
Don't know	*0.4	*4.7	*1.2	*1.1	7.4	17.5

...continued

### 3.33 INVOLUNTARY PART-TIME WORKERS, CHARACTERISTICS, SEPTEMBER 1996 — *continued*

	Preferred number of extra hours (hours)					Average preferred number of extra hours
	Less than 10	10–19	20–29	30 or more	Total	
	'000	'000	'000	'000	'000	hours
<b>Main difficulty in finding work</b>						
Had been looking for work with more hours	46.8	122.1	79.1	43.4	291.3	18.1
Own ill health or disability	*1.5	*3.8	*2.7	*2.0	9.9	19.5
Considered too young or too old by employers	*3.6	10.9	6.0	*5.1	25.7	18.9
Unsuitable hours	5.2	9.7	*2.3	*0.5	17.7	13.0
Too far to travel/transport problems	*2.1	*5.0	*1.8	*2.8	11.8	18.4
Lacked necessary skills/education	*2.9	6.5	7.8	*1.9	19.1	19.4
Language difficulties	*0.2	*1.0	*1.4	*0.3	*2.9	*20.5
Insufficient work experience	*2.1	8.1	9.0	*2.9	22.1	20.3
No vacancies in line of work	11.4	29.6	21.8	9.9	72.7	17.7
Too many applicants for available jobs	*3.1	12.4	5.3	*4.6	25.4	18.3
No vacancies at all	5.7	21.8	12.1	7.9	47.4	18.8
Difficulties with ethnic background	—	*0.7	—	—	*0.7	*16.0
Difficulties with childcare	*0.7	*0.8	*0.4	*0.3	*2.3	*15.1
Other family responsibilities	*0.9	*1.7	*1.4	*0.2	*4.2	*16.4
Other difficulties	*4.7	6.0	*3.4	*3.4	17.6	16.7
No difficulties reported	*2.4	*4.2	*3.6	*1.5	11.8	17.8
Had not been looking for work with more hours	43.4	55.1	20.0	*4.3	122.8	12.8
<b>Total</b>	<b>90.2</b>	<b>177.1</b>	<b>99.1</b>	<b>47.6</b>	<b>414.1</b>	<b>16.5</b>
<b>Average duration of insufficient work</b>	weeks 52.7	weeks 52.6	weeks 59.2	weeks 63.3	weeks 55.4	..
<b>Median duration of insufficient work</b>	26.0	26.0	33.0	27.0	26.0	..

Source: *Underemployed Workers, Australia* (Cat. no. 6265.0).

### 3.34 PART-TIME WORKERS' PREFERENCE TO WORK MORE HOURS, SEPTEMBER 1996

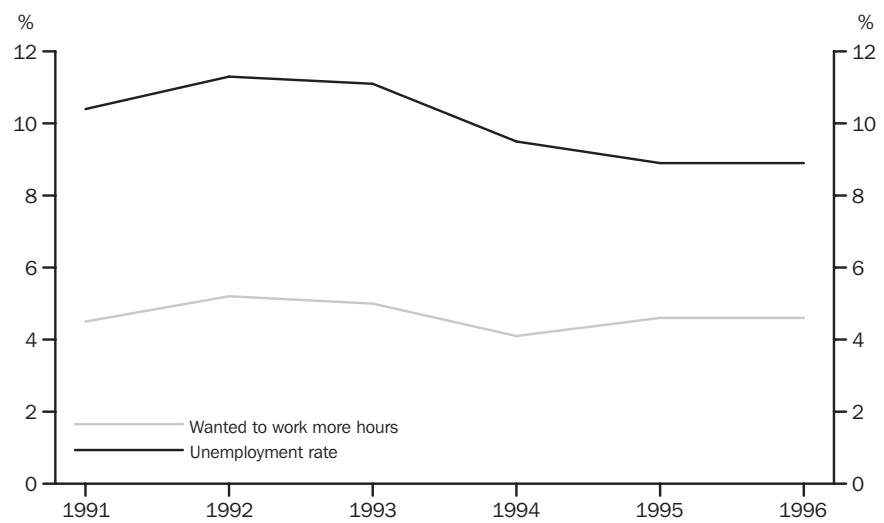
	15–19	20–24	25–34	35–44	45–54	55 and over	Total
	'000	'000	'000	'000	'000	'000	'000
<b>MALES</b>							
Preferred to work more hours							
Had actively looked for full-time work	17.0	23.4	26.5	18.4	19.5	5.2	109.9
Total preferred to work more hours	39.9	38.9	39.5	29.8	32.0	17.0	197.2
Preferred not to work more hours	119.4	57.4	40.8	32.5	34.5	83.5	368.1
<i>Employed part-time workers total</i>	<i>159.3</i>	<i>96.3</i>	<i>80.4</i>	<i>62.2</i>	<i>66.5</i>	<i>100.6</i>	<i>565.4</i>
<b>FEMALES</b>							
Preferred to work more hours							
Had actively looked for full-time work	14.7	26.0	20.9	24.9	13.8	*1.8	102.6
Total preferred to work more hours	45.3	50.7	57.3	78.1	51.2	10.0	292.0
Preferred not to work more hours	166.9	102.3	248.2	361.9	254.9	137.2	1 271.4
<i>Employed part-time workers total</i>	<i>212.2</i>	<i>153.1</i>	<i>305.4</i>	<i>440.0</i>	<i>306.1</i>	<i>147.2</i>	<i>1 564.0</i>
<b>PERSONS</b>							
Preferred to work more hours							
Had actively looked for full-time work	31.7	49.4	47.3	43.3	33.3	7.0	212.1
Total preferred to work more hours	85.2	89.6	96.8	107.8	83.2	27.1	489.8
Preferred not to work more hours	286.3	159.7	289.0	394.4	289.3	220.7	1 639.5
<b>Employed part-time workers total</b>	<b>371.6</b>	<b>249.4</b>	<b>385.8</b>	<b>502.2</b>	<b>372.6</b>	<b>247.8</b>	<b>2 129.3</b>

Source: *The Labour Force, Australia* (Cat. no. 6203.0).



### 3.35 EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS(a)(b), SEPTEMBER

#### MALES



#### FEMALES



(a) Comprises full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

(b) Shown as a percentage of the labour force.

Source: Labour Force, Australia (Cat. no. 6203.0).

## SUPERANNUATION

There have been a number of changes in government policy on superannuation since the early 1980's which have resulted in dramatic increases in the number of persons covered by superannuation. These policy changes include changes to the taxation system to encourage superannuation coverage, industrial award superannuation and the introduction of the Superannuation Guarantee Charge in 1992 which aims to extend and increase the superannuation coverage of all employees.

In November 1995, 80.9% of employed persons were covered by superannuation, that is, they were personally contributing to a superannuation scheme and/or their employer or business was contributing to a superannuation scheme on their behalf.

The level of superannuation coverage was similar for males (82.0%) and females (79.5%) in November 1995. Superannuation coverage varied by age and by full-time or part-time employment status. The rate of coverage was lowest for younger and older workers, with 68.5% of 15 to 19 year olds covered and 67.6% of workers aged 55 to 74 covered. In contrast, the rate of coverage was relatively consistent at about 83.0% for those aged 20 to 54. Persons employed full-time were more likely to be covered by superannuation than those in part-time employment. Some 86.6% of persons working full-time had superannuation covered compared with 61.9% of part-time workers.

Employees had the highest level of superannuation covered with 89.4% covered. In contrast, the level of coverage amongst employers was 51.1%, while only 30.6% of own account workers were covered by superannuation.

Of employees, superannuation coverage was higher among trade union members (97.4%) than those who were not trade union members (85.0%). Employees earning high incomes were more likely to be covered by superannuation than those with lower incomes. Those earning less than \$200 a week had the lowest coverage at 56.3%. Coverage increased to 87.8% for those earning at least \$200 but less than \$400 a week. For those earning at least \$400 but less than \$600 a week, 95.6% were covered, and finally, 97.8% of those earning over \$600 a week were covered.

Of the 1,953,900 persons aged 45 to 74 with superannuation coverage, 67.7% expected to receive a lump sum payment from their superannuation scheme(s), 11.3% did not expect to receive a lump sum payment and 20.9% did not know whether they would receive a lump sum payment.

SUPERANNUATION *continued*

Some 531,100 employed persons aged 45 to 74 were not covered by a superannuation scheme in November 1995. Of these, 31.2% said they were not making contributions because the cost was too high or they could not afford to. A further 13.2% stated that they had not bothered, had not thought about or were not interested in making personal contributions.

### 3.36 EMPLOYED PERSONS AGED 15–74, PROPORTION COVERED BY SUPERANNUATION, INDUSTRY, NOVEMBER 1995

	<i>Males</i>	<i>Females</i>
Agriculture, forestry and fishing	54.7	39.4
Manufacturing	92.3	83.7
Electricity, gas and water	98.8	98.2
Construction	69.8	54.7
Wholesale trade	89.7	82.1
Retail trade	76.7	71.4
Accommodation, cafes and restaurants	76.8	72.0
Transport and storage	82.1	81.8
Property and business services	78.4	79.9
Government administration and defence	95.7	93.4
Education	90.3	88.8
Health and community services	86.0	87.9
Other	85.2	79.2
All industries	82.0	79.5

*Source: Superannuation, Australia (Cat. no. 6319.0).*

### 3.37 PERSONS AGED 15-74, WHETHER COVERED BY A SUPERANNUATION SCHEME, NOVEMBER

	Covered			Not covered			Total		
	1991	1993	1995	1991	1993	1995	1991	1993	1995
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Employed									
Full-time workers	3 186.0	3 457.0	3 570.9	823.6	590.3	606.4	4 009.7	4 047.4	4 177.4
Part-time workers	104.7	168.0	204.9	255.4	201.8	224.1	360.1	369.8	429.0
Total employed	3 290.7	3 625.0	3 775.8	1 079.1	792.1	830.6	4 369.7	4 417.1	4 606.4
Unemployed									
Looking for full-time work	38.8	22.0	16.6	425.2	471.8	374.7	464.0	493.8	391.3
Looking for part-time work	*1.2	*2.0	*1.3	18.3	21.6	22.1	19.4	23.6	23.5
Total unemployed	39.9	24.0	18.0	443.5	493.4	396.8	483.5	517.3	414.8
Not in the labour force	34.7	25.7	30.7	1 111.9	1 213.9	1 225.2	1 146.6	1 239.6	1 255.9
Age group									
15-19	113.7	135.3	150.1	239.1	181.3	164.3	352.8	316.7	314.5
20-24	351.9	419.6	440.0	329.3	295.0	261.5	681.2	714.6	701.5
25-34	975.7	1 024.9	1 039.9	419.8	376.7	356.5	1 395.5	1 401.6	1 396.4
35-44	945.4	1 016.3	1 028.8	371.4	327.9	332.5	1 316.8	1 344.2	1 361.3
45-54	678.1	752.3	817.2	303.6	325.3	328.2	981.7	1 077.6	1 145.4
55-64	289.4	307.2	329.1	441.4	434.4	430.8	730.8	741.6	759.9
65-74	11.1	19.0	19.3	529.9	558.8	578.8	541.0	577.8	598.1
Total	3 365.3	3 674.7	3 824.5	2 634.5	2 499.3	2 452.6	5 999.8	6 174.1	6 277.1
FEMALES									
Employed									
Full-time workers	1 439.3	1 662.6	1 821.8	431.0	247.8	230.2	1 870.3	1 910.4	2 052.1
Part-time workers	604.5	857.9	947.4	643.3	452.8	486.0	1 247.8	1 310.7	1 433.4
Total employed	2 043.8	2 520.5	2 769.3	1 074.3	700.6	716.2	3 118.1	3 221.1	3 485.5
Unemployed									
Looking for full-time work	7.8	8.5	7.7	220.4	263.0	200.7	228.3	272.5	208.4
Looking for part-time work	4.7	*4.3	5.0	58.1	76.2	69.2	62.8	80.5	74.2
Total unemployed	12.6	12.8	12.7	278.5	340.1	269.9	291.1	352.9	282.7
Not in the labour force	58.6	65.2	77.6	2 520.1	2 525.0	2 443.0	2 578.7	2 590.2	2 520.5
Age group									
15-19	76.3	89.8	113.6	235.3	178.1	168.1	311.6	267.9	281.6
20-24	300.1	388.0	402.5	384.8	323.1	287.2	684.9	711.1	689.6
25-34	599.2	713.4	779.7	802.6	695.6	636.6	1 401.8	1 409.0	1 416.3
35-44	618.2	736.2	775.5	695.8	611.8	602.3	1 314.0	1 348.0	1 377.8
45-54	402.8	522.4	616.8	532.1	509.1	494.3	934.9	1 031.5	1 111.1
55-64	111.8	137.4	162.8	609.0	592.0	585.1	720.8	729.4	747.9
65-74	6.5	11.3	8.7	631.3	656.0	655.5	619.8	667.4	664.2
Total	2 114.9	2 598.5	2 859.5	3 872.9	3 565.8	3 429.1	5 987.9	6 164.2	6 288.6

...continued

### 3.37 PERSONS AGED 15–74, WHETHER COVERED BY A SUPERANNUATION SCHEME, NOVEMBER — *continued*

	<i>Covered</i>			<i>Not covered</i>			<i>Total</i>		
	<i>1991</i>	<i>1993</i>	<i>1995</i>	<i>1991</i>	<i>1993</i>	<i>1995</i>	<i>1991</i>	<i>1993</i>	<i>1995</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PERSONS									
Employed									
Full-time workers	4 625.3	5 119.6	5 392.8	1 254.7	838.1	836.7	5 880.0	5 957.7	6 229.4
Part-time workers	709.2	1 025.9	1 152.3	898.7	654.6	710.1	1 607.9	1 680.5	1 862.4
Total employed	5 334.5	6 145.5	6 545.1	2 153.4	1 492.7	1 546.8	7 487.9	7 638.2	8 091.8
Unemployed									
Looking for full-time work	46.6	30.5	24.3	645.7	735.7	575.4	692.3	766.2	599.7
Looking for part-time work	5.9	6.3	6.4	76.4	97.8	91.3	82.3	104.1	97.7
Total unemployed	52.5	36.8	30.7	722.0	833.5	666.8	774.5	870.3	697.5
Not in the labour force	93.2	90.9	108.2	3 632.0	3 738.9	3 668.2	3 725.2	3 829.8	3 776.4
Age group									
15–19	190.0	225.2	263.7	474.4	359.4	332.4	664.4	584.6	596.1
20–24	652.0	807.6	842.5	714.1	618.1	548.7	1 366.1	1 425.7	1 391.1
25–34	1 574.9	1 738.3	1 819.6	1 222.4	1 072.3	993.1	2 797.3	2 810.6	2 812.7
35–44	1 563.6	1 752.5	1 804.3	1 067.2	939.7	934.8	2 630.8	2 692.2	2 739.1
45–54	1 080.9	1 274.7	1 433.9	835.7	834.4	822.6	1 916.6	2 109.1	2 256.5
55–64	401.2	444.6	491.9	1 050.4	1 026.4	1 015.9	1 451.6	1 471.0	1 507.8
65–74	17.5	30.4	28.0	1 143.4	1 214.8	1 234.3	1 160.9	1 245.2	1 262.3
<b>Total</b>	<b>5 480.2</b>	<b>6 273.2</b>	<b>6 684.0</b>	<b>6 507.5</b>	<b>6 065.1</b>	<b>5 881.7</b>	<b>11 987.7</b>	<b>12 338.3</b>	<b>12 565.7</b>

Source: Superannuation, Australia (Cat. no. 6319.0).

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*Information Paper: Measuring Employment and Unemployment*  
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— latest data, February 1995

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*Underemployed Workers, Australia* (Cat. no. 6265.0) — issued annually

*Wage and Salary Earners, Australia* (Cat. no. 6248.0) — issued quarterly

*Working Arrangements, Australia* (Cat. no. 6342.0.40.001) —  
issued irregularly

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## UNEMPLOYMENT

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## INTRODUCTION

The unemployment statistics presented in this chapter have been derived from the ABS monthly Labour Force Survey and associated supplementary surveys. Some summary statistics on job vacancies, which are an indicator of the demand for labour, are also included.

A person is considered to be unemployed if he or she:

- did not work for more than one hour during the reference week;
- was available to start work during the reference week; and
- had taken active steps to find work in the previous four weeks.

Measures of unemployment provide an indicator of the unused supply of labour available to the labour market. The two most commonly used measures are the number of unemployed persons and the unemployment rate, where the unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented in this chapter include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work.

## UNEMPLOYMENT

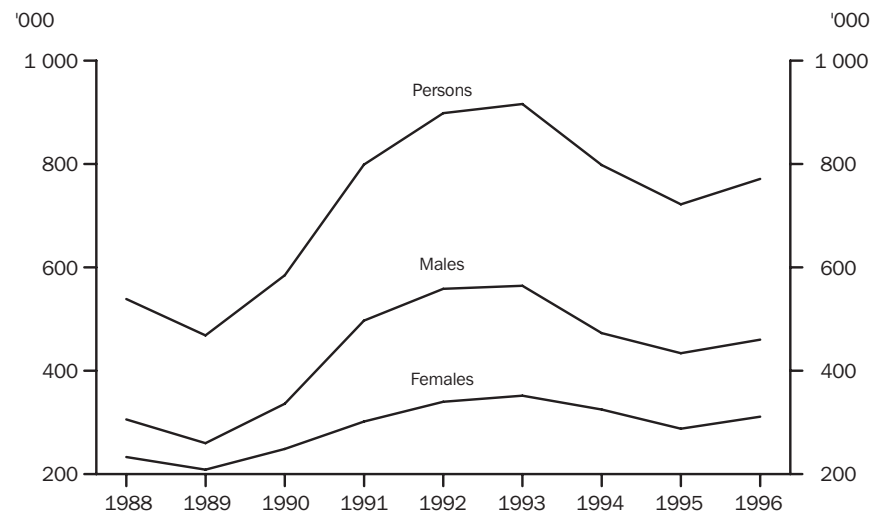
In August 1996, there were 771,100 persons unemployed, of whom 460,200 were males and 310,900 were females. Of these unemployed persons, 616,100 were looking for full-time employment.

In August 1991 there were 798,700 unemployed persons, and unemployment had been growing for about two years. Unemployment continued to increase to a peak of 916,000 in August 1993, before falling by 144,900 to 771,100 in August 1996. Although the number of unemployed persons fell during the period August 1991 to August 1996, the number of unemployed persons looking for their first job increased dramatically, from 159,800 in August 1991 to 219,300 in August 1996.

In August 1996, the unemployment rate was 8.5%, and had fallen from 9.5% in August 1991, although it had reached 10.7% in August 1993. The male and female unemployment rates had both increased before falling to the August 1996 level.

The average duration of unemployment rose from 43 weeks in August 1991 to 50 weeks in August 1996. In August 1996, more than half of unemployed people had been looking for work for less than 26 weeks, while 28% of unemployed people had been looking for work for more than a year.

## 4.1 UNEMPLOYED PERSONS, AUGUST



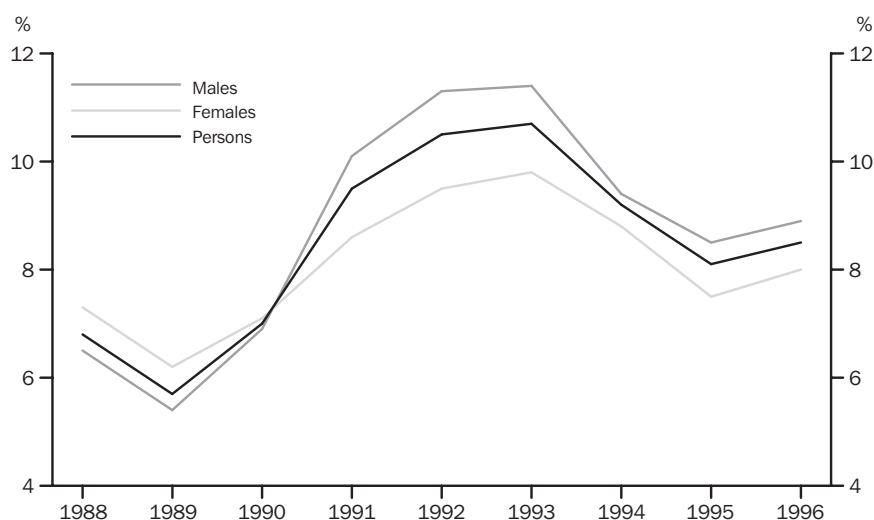
Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.2 UNEMPLOYED PERSONS, LOOKING FOR FULL-TIME OR PART-TIME WORK, AUGUST

	1991	1992	1993	1994	1995	1996
	NUMBER					
	'000	'000	'000	'000	'000	'000
Males						
Looking for full-time work	459.9	514.9	518.5	427.8	388.3	406.1
Looking for part-time work	37.2	43.5	46.0	45.0	45.7	54.1
Total	497.0	558.4	564.5	472.8	434.0	460.2
Females						
Looking for full-time work	220.0	242.7	255.9	228.4	195.1	210.1
Looking for part-time work	81.7	97.1	95.6	96.6	92.8	100.9
Total	301.7	339.9	351.6	325.0	287.9	310.9
Persons						
Looking for full-time work	679.8	757.6	774.4	656.3	583.4	616.1
Looking for part-time work	118.9	140.7	141.6	141.6	138.5	155.0
Total	798.7	898.3	916.0	797.9	721.9	771.1
	UNEMPLOYMENT RATE					
	%	%	%	%	%	%
Males						
Looking for full-time work	10.3	11.6	11.6	9.6	8.6	8.9
Looking for part-time work	8.4	8.5	9.3	8.3	8.1	8.9
Total	10.1	11.3	11.4	9.4	8.5	8.9
Females						
Looking for full-time work	10.3	11.7	12.1	10.6	8.8	9.3
Looking for part-time work	5.8	6.5	6.5	6.3	5.8	6.2
Total	8.6	9.5	9.8	8.8	7.5	8.0
Persons						
Looking for full-time work	10.3	11.6	11.8	9.9	8.6	9.0
Looking for part-time work	6.5	7.0	7.2	6.9	6.4	6.9
Total	9.5	10.5	10.7	9.2	8.1	8.5

Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.3 UNEMPLOYMENT RATES, AUGUST



Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.4 UNEMPLOYMENT RATES, AGE, AUGUST

	1991	1992	1993	1994	1995	1996
	%	%	%	%	%	%
MALES						
15-19	21.7	25.2	24.0	19.1	19.7	20.3
20-24	16.3	18.3	18.1	15.4	12.1	12.4
25-34	9.8	10.7	11.0	8.8	8.2	8.5
35-44	7.4	7.5	7.9	6.8	6.7	6.4
45-54	6.0	7.2	7.3	6.7	5.3	6.5
55 and over	8.9	10.6	12.0	8.8	7.8	8.2
Total	10.1	11.3	11.4	9.4	8.5	8.9
FEMALES						
15-19	20.1	24.7	21.9	21.5	20.2	18.6
20-24	12.7	13.6	13.7	12.1	10.0	11.2
25-34	7.7	8.6	9.1	7.7	7.0	7.3
35-44	5.5	6.5	7.6	6.7	5.6	6.0
45-54	5.7	5.8	6.5	6.0	4.3	5.8
55 and over	3.9	2.6	4.8	4.3	3.6	3.9
Total	8.6	9.5	9.8	8.8	7.5	8.0
PERSONS						
15-19	21.0	25.0	23.0	20.3	20.0	19.5
20-24	14.6	16.1	16.1	13.9	11.1	11.9
25-34	9.0	9.8	10.2	8.3	7.7	8.0
35-44	6.6	7.1	7.8	6.7	6.2	6.2
45-54	5.9	6.7	6.9	6.4	4.9	6.2
55 and over	7.5	8.4	9.9	7.5	6.5	6.8
Total	9.5	10.5	10.7	9.2	8.1	8.5

Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.5 REASON FOR LEAVING LAST FULL-TIME JOB, AUGUST

	1991	1992	1993	1994	1995	1996
	'000	'000	'000	'000	'000	'000
<i>Reason for unemployment</i>						
Job loser	377.3	364.7	334.0	257.2	234.3	259.5
Job leaver	130.1	118.0	115.6	111.3	112.5	133.0
Stood down	21.0	19.2	15.3	11.8	12.6	22.7
Looking for first job	110.5	163.5	149.1	151.6	140.6	136.7
Former workers(a)	159.8	232.9	302.0	266.1	222.0	219.3
<b>Total</b>	<b>798.7</b>	<b>898.3</b>	<b>916.0</b>	<b>797.9</b>	<b>721.9</b>	<b>771.1</b>
	%	%	%	%	%	%
<i>Unemployed</i>						
Job loser	47.2	40.6	36.5	32.2	32.5	33.7
Job leaver	16.3	13.1	12.6	13.9	15.6	17.2
Stood down	2.6	2.1	1.7	1.5	1.7	2.9
Looking for first job	13.8	18.2	16.3	19.0	19.5	17.7
Former workers	20.0	25.9	33.0	33.4	30.8	28.4

(a) Former workers are unemployed persons who have worked full time for two weeks or more, more than two years ago. Information on reason for unemployment is not collected for this group.

Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.6 UNEMPLOYED PERSONS, BIRTHPLACE, AUGUST 1996

	<i>Unemployed</i>			<i>Unemployment rate</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
BORN IN AUSTRALIA						
<i>Total</i>	326.2	225.8	552.1	8.5	7.5	8.1
Looking for full-time work	284.4	148.6	433.0	8.4	8.7	8.5
Looking for part-time work	41.9	77.3	119.1	8.9	6.0	6.8
BORN OUTSIDE AUSTRALIA						
Main English speaking countries						
<i>Total</i>	44.9	26.2	71.1	7.9	6.6	7.4
Looking for full-time work	39.3	18.2	57.5	7.7	7.9	7.8
Looking for part-time work	5.6	8.0	13.6	10.2	4.8	6.2
Other than main English speaking						
<i>Total</i>	89.0	58.9	148.0	11.5	11.7	11.6
Looking for full-time work	82.4	43.3	125.7	11.9	13.2	12.3
Looking for part-time work	6.6	15.6	22.3	8.3	8.9	8.7
Total						
<i>Total</i>	134.0	85.1	219.1	10.0	9.5	9.8
Looking for full-time work	121.7	61.5	183.2	10.1	11.0	10.4
Looking for part-time work	12.3	23.6	35.9	9.1	6.9	7.5
TOTAL						
<b>Total</b>	<b>460.2</b>	<b>310.9</b>	<b>771.1</b>	<b>8.9</b>	<b>8.0</b>	<b>8.5</b>
Looking for full-time work	406.1	210.1	616.1	8.9	9.3	9.0
Looking for part-time work	54.1	100.9	155.0	8.9	6.2	6.9

Source: Labour Force, Australia (Cat. no. 6203.0).

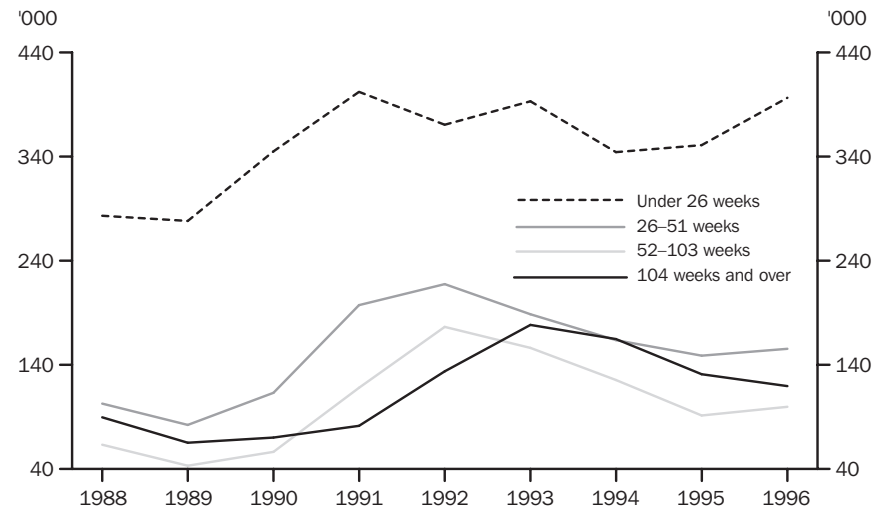
## 4.7

## DURATION OF UNEMPLOYMENT, AUGUST

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	1991	1996	1991	1996	1991	1996
<i>Weeks</i>	'000	'000	'000	'000	'000	'000
Under 52						
Under 2	18.9	26.5	20.4	25.1	39.4	51.7
2-3	38.0	39.3	28.5	32.2	66.5	71.5
4-7	53.5	55.1	33.1	42.8	86.6	97.9
8-12	52.2	46.3	29.6	28.4	81.8	74.7
13-25	79.9	59.7	48.2	40.9	128.0	100.6
26-38	88.8	67.8	54.7	52.2	143.5	120.0
39-51	37.2	23.2	16.6	12.2	53.8	35.5
Total under 52	368.4	317.9	231.1	233.9	599.5	551.8
52 and over (long-term unemployed)						
52-64	44.0	35.8	24.7	21.2	68.7	57.0
65-103	32.1	30.9	17.0	11.8	49.2	42.7
104 and over	52.6	75.6	28.8	44.0	81.4	119.6
Total 52 and over	128.7	142.3	70.6	77.0	199.2	219.3
<b>Total</b>	<b>497.0</b>	<b>460.2</b>	<b>301.7</b>	<b>310.9</b>	<b>798.7</b>	<b>771.1</b>
	weeks	weeks	weeks	weeks	weeks	weeks
Average duration	45.6	54.0	38.9	44.1	43.0	50.0
Median duration	26	26	22	20	23	22

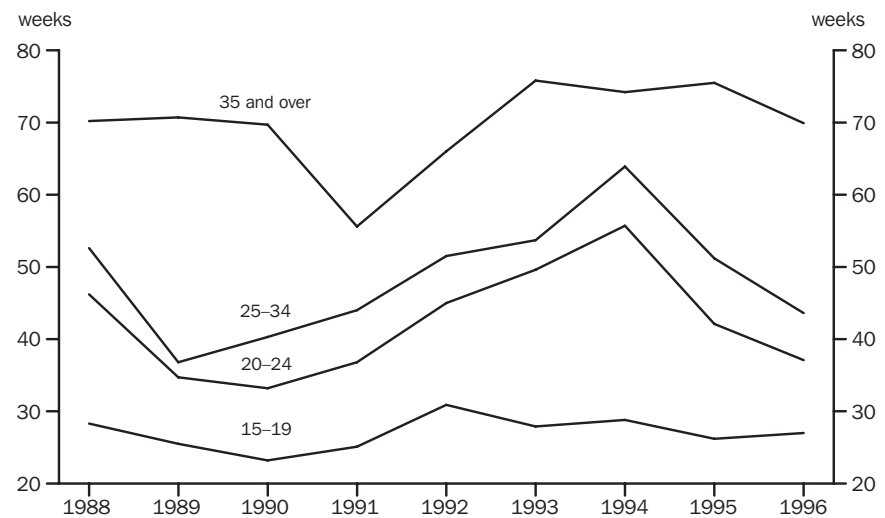
Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.8 DURATION OF UNEMPLOYMENT, AUGUST



Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.9 AVERAGE DURATION OF UNEMPLOYMENT, AGE, AUGUST



Source: Labour Force, Australia (Cat. no. 6203.0).

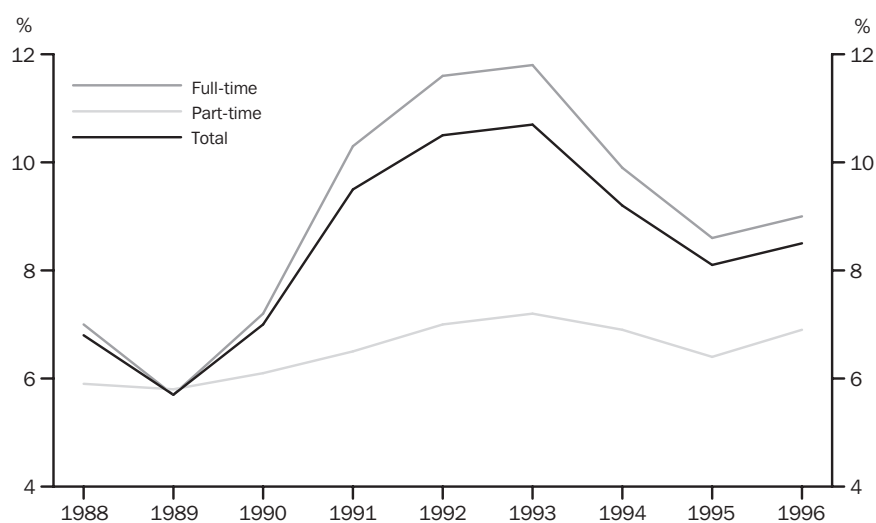
## 4.10

## INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUGUST 1996

	Unemployed			Unemployment rates		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
<i>Had worked full time for two weeks or more in the last two years</i>	272.6	119.9	392.5	5.4	3.2	4.5
<b>Industry</b>						
Agriculture, forestry and fishing	15.7	4.6	20.3	5.1	3.5	4.6
Mining	4.0	*0.3	4.2	*4.8	*2.3	4.4
Manufacturing	60.0	14.6	74.6	6.8	4.7	6.2
Electricity, gas and water supply	*3.4	*0.2	*3.5	*5.5	*1.4	*4.9
Construction	43.5	*1.1	44.6	7.7	*1.3	6.9
Wholesale trade	16.9	7.4	24.3	4.7	4.6	4.7
Retail trade	33.6	26.8	60.4	5.2	4.1	4.7
Accommodation, cafes and restaurants	12.4	10.2	22.6	6.9	4.6	5.6
Transport and storage	15.1	*2.2	17.3	4.7	*2.5	4.2
Communication services	*3.2	*0.7	*3.9	*2.8	*1.3	*2.3
Finance and insurance	*3.4	*2.9	6.3	*2.4	*1.6	2.0
Property and business services	20.3	12.7	33.0	4.3	3.4	3.9
Government administration and defence	15.3	6.7	22.0	6.7	4.0	5.6
Education	5.7	6.5	12.2	2.8	1.6	2.0
Health and community services	6.2	13.7	19.9	3.4	2.3	2.5
Cultural and recreational services	7.2	*3.3	10.5	7.0	*3.5	5.3
Personal and other services	6.8	6.0	12.8	4.2	3.8	4.0
<b>Occupation</b>						
Managers and administrators	8.4	*1.3	9.7	1.7	*0.9	1.5
Professionals	15.2	6.1	21.4	2.1	0.9	1.5
Associate professionals	17.2	10.3	27.5	3.0	3.1	3.1
Tradespersons and related workers	65.8	*2.8	68.6	5.9	*2.7	5.6
Advanced clerical and service workers	*2.0	8.2	10.2	*5.2	2.2	2.5
Intermediate clerical, sales and service workers	22.1	38.2	60.3	5.2	3.7	4.1
Intermediate production and transport workers	58.7	7.6	66.4	7.8	6.8	7.7
Elementary clerical, sales and service workers	13.2	22.0	35.2	4.2	3.8	3.9
Labourers and related workers	70.0	23.4	93.4	11.8	6.9	10.0
<i>Had not worked full time for two weeks or more in the last two years</i>	177.4	178.6	356.0	..	..	..
Looking for first job	63.5	73.2	136.7	..	..	..
Looking for full-time work	40.4	37.8	78.1	..	..	..
Former workers	114.0	105.4	219.3	..	..	..
Stood down	10.2	12.5	22.7	..	..	..
<b>Total</b>	<b>460.2</b>	<b>310.9</b>	<b>771.1</b>	<b>8.9</b>	<b>8.0</b>	<b>8.5</b>

Source: Labour Force, Australia (Cat. no. 6203.0).

## 4.11 UNEMPLOYMENT RATES, LOOKING FOR WORK, AUGUST



Source: Labour Force, Australia (Cat. no. 6203.0).

### JOB SEARCH EXPERIENCE OF UNEMPLOYED PERSONS

In July 1996, the Australian labour force was estimated at 9,111,500 persons, including 731,600 unemployed persons. Some 78.5% of unemployed persons were looking for full-time work, of whom 64.1% were males. Females represented 66.8% of unemployed persons looking for part-time work.

The main difficulties in finding work reported among unemployed persons were 'considered too young or too old by employers' (13.5%), 'too many applicants for available jobs' (13.0%) and 'no vacancies at all' (11.9%).

In July 1996, 78.0% of unemployed persons were registered with the Commonwealth Employment Service (CES). The proportion of unemployed persons seeking full-time jobs that were registered with the CES (87.6%) was higher than that for unemployed persons seeking part-time jobs (36.2%).

The average duration of unemployment was 53 weeks. However, the median duration of unemployment (the point at which half of unemployed persons are below and half are above) was only 26 weeks, reflecting the marked effect of the long-term unemployed upon the average duration of unemployment.

The main difficulties in finding work most commonly reported by the long-term unemployed were: considered too young or too old by employers (21.1%) or lacked necessary skills or education (11.7%). The majority of long-term unemployed persons (90.0%) in July 1996 had not received any offers of employment in the previous 12 months.



## 4.12 UNEMPLOYED PERSONS(a), MAIN DIFFICULTY IN FINDING WORK, JULY

						1996	
	1991(b)	1992	1993	1994	1995		
	%	%	%	%	%	%	'000
No vacancies at all	33.4	31.9	24.8	17.1	10.9	11.9	83.2
No vacancies in line of work	18.4	17.1	16.4	14.1	10.6	11.6	81.4
Considered too young or too old by employers	11.7	13.8	16.9	17.3	15.4	13.5	94.7
Lacked necessary skills or education	8.9	9.5	10.0	11.3	11.0	11.1	77.7
Insufficient work experience	7.9	8.0	9.5	11.7	12.3	10.1	70.7
Own ill health or disability	3.8	4.2	4.0	4.4	5.0	5.5	38.9
Too far to travel or transport problems	3.6	3.9	4.5	5.6	7.2	5.2	36.8
Language difficulties	2.2	2.6	2.5	3.9	4.2	3.2	22.4
Unsuitable hours	2.2	1.9	2.6	2.4	2.6	2.9	20.6
Difficulties with childcare or other family responsibilities(c)	..	1.2	1.6	1.7	1.0	1.6	10.9
Other difficulties(d)	5.1	2.6	3.2	4.3	2.4	3.9	27.2
No difficulties reported	2.7	3.2	3.9	6.3	5.9	6.5	45.9
Too many applicants for available jobs(e)	..	..	..	..	11.6	13.0	91.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>701.7</b>

(a) Excludes 29,900 (unemployed) persons who were stood down.

(b) Reference period for 1991 was June.

(c) Collected separately for the first time in 1992.

(d) Includes persons who reported difficulties because of ethnic background.

(e) Collected separately for the first time in 1995.

Source: Job Search Experience of Unemployed Persons, Australia (Cat. no. 6222.0).

## 4.13 UNEMPLOYED PERSONS(a), ACTIVE STEPS TAKEN TO FIND WORK, JULY

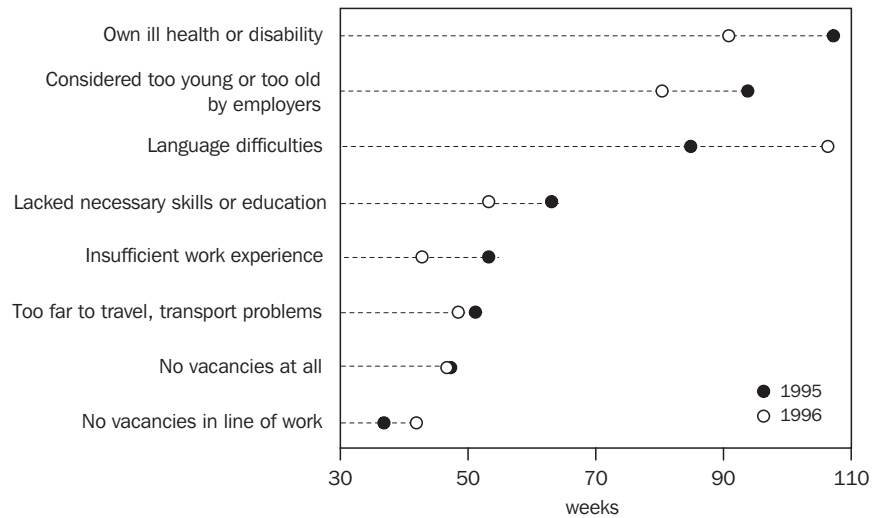
						1996	
	1991(b)	1992	1993	1994	1995		
	%	%	%	%	%	%	'000
Registered with the CES and							
Took no other active steps	0.6	0.7	0.5	0.3	1.0	0.5	*3.8
Contacted prospective employers	74.5	77.9	78.3	75.9	74.0	74.5	522.8
Took other active steps	3.4	3.8	3.9	4.2	3.6	2.9	20.5
<b>Total</b>	<b>78.5</b>	<b>82.4</b>	<b>82.7</b>	<b>80.5</b>	<b>78.6</b>	<b>78.0</b>	<b>547.1</b>
Not registered with the CES and							
Contacted prospective employers	19.5	15.5	15.8	18.2	20.2	20.3	142.2
Took other active steps	2.0	2.1	1.4	1.6	1.2	1.8	12.4
<b>Total</b>	<b>21.5</b>	<b>17.6</b>	<b>17.3</b>	<b>19.5</b>	<b>21.4</b>	<b>22.0</b>	<b>154.6</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>701.7</b>

(a) Excludes 29,900 (unemployed) persons who were stood down.

(b) Reference period for 1991 was June.

Source: Job Search Experience of Unemployed Persons, Australia (Cat. no. 6222.0).

## 4.14 AVERAGE DURATION OF UNEMPLOYMENT, MAIN DIFFICULTY, JULY



Source: Job Search Experience of Unemployed Persons, Australia (Cat. no. 6222.0).

## 4.15 UNEMPLOYED PERSONS, WHETHER WOULD MOVE IF OFFERED A SUITABLE JOB, JULY

	1991(a)	1992	1993	1994	1995	1996	
	%	%	%	%	%	%	'000
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB							
Would move interstate	28.9	31.5	28.5	24.2	25.6	25.5	179.0
Would not move interstate	58.3	55.0	57.4	61.2	61.6	62.9	441.3
Moving interstate would depend							
On job conditions	5.0	4.6	5.3	5.4	6.2	4.5	31.6
On other conditions	5.2	5.8	6.1	5.9	4.0	4.1	29.1
Total	10.2	10.4	11.4	11.4	10.0	8.7	60.7
Undecided	2.7	3.2	2.7	3.2	2.8	2.9	20.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>701.7</b>
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB							
Would move intrastate	42.6	44.9	41.7	37.5	36.8	37.3	261.8
Would not move intrastate	43.3	39.9	42.6	47.0	48.5	49.1	344.8
Moving intrastate would depend							
On job conditions	4.7	5.0	5.0	5.5	5.4	3.9	27.1
On other conditions	7.5	8.0	8.1	7.6	6.8	6.5	45.4
Total	12.2	12.9	13.2	13.1	12.2	10.3	72.6
Undecided	2.0	2.3	2.5	2.4	2.5	3.2	22.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>701.7</b>

(a) Reference period for 1991 was June.

Source: Job Search Experience of Unemployed Persons, Australia (Cat. no. 6222.0).

## SUCCESSFUL AND UNSUCCESSFUL JOB SEARCH EXPERIENCE

In the 12 months to July 1996 an estimated 1,882,800 persons were successful jobseekers. This group comprised 1,150,000 persons who had been out of work before starting their job and 732,900 persons who changed employer to start a new job. The number of successful jobseekers who had started the first job they had ever held was 235,100. Over the same period, 748,200 persons unsuccessfully looked for work.

Of the successful jobseekers, 602,600 obtained their job by approaching the employer without prior knowledge that the job was available, 866,600 approached the employer to obtain a job they knew was available, and 413,600 obtained their job by other methods.

While approximately one-third (35.1%) of unsuccessful jobseekers spent the entire year looking for work, a similar proportion (36.4%) of successful jobseekers had not looked for work at all. Some 22.0% of successful jobseekers had been approached by employers.

Successful jobseekers tended to be younger than unsuccessful jobseekers. Of all successful jobseekers, 69.1% were aged 15 to 34 years, 18.2% were aged 35 to 44 and 12.7% were aged 45 and over. For those persons who were unsuccessful jobseekers, 54.4% were aged 15 to 34, 20.7% were aged 35 to 44 and 25.0% were aged 45 and over.

Persons with post-school qualifications were more likely to be successful jobseekers. An estimated 42.6% of successful jobseekers, compared to 31.7% of unsuccessful jobseekers had post-school qualifications. Some 61.4% of unsuccessful jobseekers had no post-school qualifications, compared to 50.7% of successful jobseekers.

## 4.16 STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, JULY 1996

	Out of work prior to starting job			Changed employer to start job			Total			Total
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
Method of job attainment	'000	'000	'000	'000	'000	'000	'000	'000	'000	%
<b>Total jobseeker approached employer</b>	<b>480.5</b>	457.2	937.7	262.7	268.9	531.5	743.2	726.0	1 469.2	78.0
<b>Had no prior knowledge that job was available</b>										
First step taken										
Tendered or advertised for work	7.4	10.6	17.9	5.7	7.0	12.7	13.0	17.6	30.6	1.6
Contacted likely employers	108.8	102.6	211.4	47.8	56.3	104.1	156.6	158.9	315.5	16.8
Contacted friends or relatives	39.3	30.3	69.6	15.8	10.2	26.0	55.1	40.5	95.6	5.1
Checked CES noticeboards/registered with CES	34.6	21.6	56.2	*4.4	*3.6	8.0	39.1	25.2	64.2	3.4
Other	22.9	34.8	57.6	15.6	23.5	39.0	38.4	58.2	96.7	5.1
Total	213.0	199.8	412.9	89.2	100.5	189.8	302.3	300.4	602.6	32.0
<b>Had prior knowledge that job was available</b>										
Through CES	35.8	21.7	57.5	5.5	4.9	10.4	41.3	26.7	67.9	3.6
Through private employment agency	7.4	7.6	15.1	*3.7	9.5	13.2	11.2	17.1	28.3	1.5
Through school programs	*4.2	4.8	9.0	*2.5	*1.2	*3.7	6.7	6.0	12.7	0.7
Through newspaper advertisements	76.8	88.9	165.7	61.2	65.0	126.2	138.1	153.9	291.9	15.5
Through friends, relatives or company contacts	118.9	106.9	225.9	84.8	65.1	149.9	203.7	172.0	375.8	20.0
Through other sources	24.3	27.4	51.7	15.8	22.5	38.3	40.0	50.9	90.0	4.8
Total	267.5	257.4	524.8	173.4	168.3	341.7	440.9	425.7	866.6	46.0
<b>Total employer approached jobseeker or other methods</b>	97.9	114.4	212.3	103.2	98.1	201.3	201.1	212.5	413.6	22.0
<b>Total</b>	<b>578.4</b>	<b>571.6</b>	<b>1 150.0</b>	<b>365.9</b>	<b>367.0</b>	<b>732.9</b>	<b>944.3</b>	<b>938.5</b>	<b>1 882.8</b>	<b>100.0</b>

Source: Successful and Unsuccessful Job Search Experience, Australia (Cat. no. 6245.0).

## 4.17 STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, JULY 1996

	Out of work prior to starting job			Changed employer to start job			Total		
	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)
Age group	'000	'000	'000	'000	'000	'000	'000	'000	'000
15-19	168.6	57.1	290.6	57.3	10.8	82.6	225.9	67.9	373.2
20-24	148.4	48.5	232.3	125.7	22.9	166.0	274.1	71.3	398.3
25-34	187.3	62.2	292.6	197.9	24.4	237.1	385.2	86.6	529.7
35-44	120.1	39.6	191.3	122.1	15.1	151.0	242.2	54.8	342.3
45-54	63.3	23.8	107.2	62.9	9.0	78.9	126.2	32.8	186.1
55 and over	22.5	7.4	36.0	13.2	1.7	17.2	35.6	9.1	53.3
<b>Total</b>	<b>710.2</b>	<b>238.7</b>	<b>1 150.0</b>	<b>579.0</b>	<b>83.8</b>	<b>732.9</b>	<b>1 289.2</b>	<b>322.5</b>	<b>1 882.8</b>

(a) Includes persons who did not have a preferred occupation.

Source: Successful and Unsuccessful Job Search Experience, Australia (Cat. no. 6245.0).

## 4.18 PERSONS WHO LOOKED FOR OR STARTED A JOB FOR WAGES OR SALARY, JULY 1996

	<i>Out of work prior to starting job</i>	<i>Changed employer to start job</i>	<i>Total</i>	<i>Looked for, but not started, a job for wages or salary during the previous 12 months</i>
	'000	'000	'000	'000
<b>Age group</b>				
15–19	290.6	82.6	373.2	121.6
20–24	232.3	166.0	398.3	113.1
25–34	292.6	237.1	529.7	172.0
35–44	191.3	151.0	342.3	154.8
45–54	107.2	78.9	186.1	115.8
55 and over	36.0	17.2	53.3	71.0
<b>Birthplace</b>				
Born in Australia	902.2	584.2	1 486.4	516.5
Born outside Australia	247.7	148.7	396.4	231.7
Born in main English speaking countries	114.9	88.0	202.9	72.1
Born in other countries	132.8	60.7	193.5	159.5
<b>State or Territory of usual residence</b>				
New South Wales	324.5	218.8	543.3	239.8
Victoria	286.9	174.8	461.7	196.2
Queensland	238.3	155.6	394.0	148.5
South Australia	89.8	54.4	144.1	63.0
Western Australia	140.9	83.0	223.9	63.4
Tasmania	32.5	15.3	47.8	19.9
Northern Territory	15.6	12.8	28.4	4.7
Australian Capital Territory	21.5	18.1	39.6	12.7
<b>Labour force status</b>				
In the labour force	1 021.0	706.7	1 727.7	537.9
Employed	851.6	677.8	1 529.4	52.6
Unemployed	169.4	28.9	198.3	485.4
Not in the labour force	129.0	26.2	155.1	210.3
<b>Sex</b>				
Males	578.4	365.9	944.3	405.5
Females	571.6	367.0	938.5	342.7
<b>Persons</b>	1 150.0	732.9	1 882.8	748.2
<b>Educational attainment</b>				
With post-school qualifications	418.3	383.4	801.7	237.1
Without post-school qualifications(a)	621.7	332.0	953.7	459.2
Still at school	110.0	17.4	127.4	51.9

(a) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

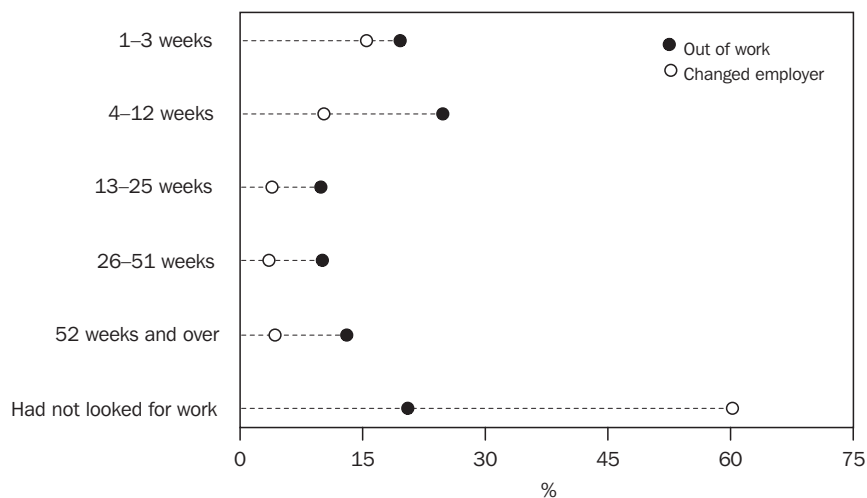
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# 4.18 PERSONS WHO LOOKED FOR OR STARTED A JOB FOR WAGES OR SALARY, JULY 1996 — *continued*

	<i>Out of work prior to starting job</i>	<i>Changed employer to start job</i>	<i>Total</i>	<i>Looked for, but not started, a job for wages or salary during the previous 12 months</i>
	'000	'000	'000	'000
<b>Active steps taken in the previous twelve months to find work in preferred occupation</b>				
Had a preferred occupation				
Total had a preferred occupation	975.0	673.4	1 648.4	490.6
This job was in preferred occupation	710.2	579.0	1 289.2	..
This job was not in preferred occupation	238.7	83.8	322.5	..
Registered with the CES and				
Took no other active steps	9.8	*1.2	11.0	17.0
Contacted prospective employers	78.7	10.5	89.2	258.3
Took other active steps	16.9	*3.0	19.9	37.7
Total	105.4	14.7	120.1	313.0
Not registered with the CES and				
Took only inactive steps	15.0	10.0	25.0	14.2
Contacted prospective employers	59.7	25.5	85.2	120.0
Took other active steps	23.3	11.9	35.3	42.4
Total	98.0	47.5	145.5	176.5
Had not looked for work in preferred occupation	35.2	21.7	56.9	*1.1
Preferred occupation not specified	26.1	10.6	36.7	..
Did not have a preferred occupation	175.0	59.4	234.5	257.6
<b>Full-time or part-time status of job when started/whether looked for full-time or part-time</b>				
Full-time	576.1	461.3	1 037.4	272.9
Part-time	573.9	271.6	845.5	202.4
Varied/both	..	..	..	272.9
<b>Total</b>	<b>1 150.0</b>	<b>732.9</b>	<b>1 882.8</b>	<b>748.2</b>

Source: *Successful and Unsuccessful Job Search Experience, Australia (Cat. no. 6245.0).*

## 4.19 STARTED A WAGE OR SALARY JOB(a), JULY 1996



(a) During the previous 12 months. Duration of looking for work and whether out of work before being offered a job.

Source: Successful and Unsuccessful Job Search Experience, Australia (Cat. no. 6245.0).

### LABOUR FORCE EXPERIENCE

In February 1995, Australia's civilian population aged 15 to 69 was 12,444,900 persons. Of these persons, 15.8% (1,968,400 persons) looked for work at some time during the previous year. This proportion has fallen steadily since the 1993 peak of 17.1%. For males, the proportion who looked for work at some time during the year fell from 19.9% in 1993 to 17.8% in 1995. For females, the proportion dropped from 14.4% in 1993 to 13.9% in 1995.

Of the 1,968,400 persons who looked for work during the year ending February 1995, 15.0% (295,500 persons) looked for the entire 12 month period. The largest proportion of persons (28.4%) looked for work for between 4 and 13 weeks.

Of those who looked for work in the 12 months ending February 1995, most (74.1%) had only one spell of looking for work and spent, on average, 22.5 weeks looking for work.

## 4.20 PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING FEBRUARY 1995

Weeks looking for work	Age group (years)							Total(a)
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	
	'000	'000	'000	'000	'000	'000	'000	'000
MALES								
1-3	40.0	28.2	31.5	19.4	10.2	*3.4	*2.5	135.8
4-12	73.9	61.2	71.9	49.5	28.5	11.0	7.5	304.0
13-25	24.5	38.2	48.7	38.0	22.1	7.3	*4.3	183.9
26-38	23.0	30.0	44.3	31.9	20.4	9.5	8.2	167.8
39-51	16.6	30.8	31.8	24.4	13.5	6.7	5.1	129.3
52	12.9	27.1	43.3	38.9	32.0	19.7	9.2	184.1
Total	191.0	215.5	271.4	202.1	126.8	57.5	36.8	1 105.0
FEMALES								
1-3	46.3	35.6	38.3	30.6	13.5	*4.2	*0.7	169.3
4-12	66.4	58.8	55.8	42.3	26.5	5.3	*0.3	255.7
13-25	29.5	29.2	33.7	26.6	13.9	*2.3	—	135.2
26-38	21.5	27.1	29.6	20.6	16.6	*1.5	*0.1	117.6
39-51	12.0	17.7	16.1	15.3	11.6	*1.2	*0.3	74.3
52	11.6	16.4	24.0	28.1	22.4	6.9	*1.5	111.4
Total	187.2	184.7	197.4	163.5	104.5	21.4	*2.9	863.4
PERSONS								
1-3	86.2	63.8	69.7	50.0	23.7	7.6	*3.2	305.0
4-12	140.3	120.0	127.6	91.7	55.1	16.3	7.8	559.8
13-25	53.9	67.4	82.4	64.5	36.0	9.6	*4.3	319.1
26-38	44.5	57.0	73.9	52.5	37.0	11.0	8.3	285.4
39-51	28.7	48.5	47.9	39.8	25.1	7.9	5.5	203.6
52	24.5	43.5	67.3	67.0	54.4	26.6	10.6	295.5
Total	387.2	400.2	468.8	365.6	231.2	79.0	39.8	1 968.4

(a) Includes persons aged 65-69.

Source: Labour Force Experience, Australia (Cat. no. 6206.0.40.001).



**4.21**

PERCENT WHO LOOKED FOR WORK IN THE PREVIOUS YEAR, FEBRUARY



Source: Labour Force Experience, Australia (Cat. no. 6206.0.40.001).

## EDUCATIONAL ATTAINMENT

Just under one-third (30.5%) of all unemployed persons (756,200) had a post-school qualification in May 1996. Of the 477,400 unemployed persons without a post-school qualification, 66.3% had not completed the highest level of secondary school available.

Unemployed persons with skilled or basic vocational qualifications numbered 132,700, or 57.5% of all unemployed persons with post-school qualifications.

The average duration of unemployment for persons who completed the highest level of secondary school available was 42.0 weeks, compared with 59.6 weeks for persons who did not complete the highest level of secondary school available.

Of 15 to 64 year old unemployed persons, 41.1% were aged 15 to 24 years. Males aged 15 to 24 years without post-school qualifications made up 36.6% of all unemployed persons at May 1996.

## 4.22 UNEMPLOYED PERSONS(a) AGED 15–64, EDUCATIONAL ATTAINMENT, MAY 1996

	Degree or higher	Under- graduate diploma	Associate diploma	Skilled vocational quali- fication	Basic vocational quali- fication	Total post- school quali- fications	Completed highest level of school	Did not complete highest level of school	Total without post- school quali- fications (b)
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Marital status</b>									
Married	30.6	5.1	18.0	43.2	22.1	118.9	44.3	143.8	188.1
Not married	21.2	6.2	16.8	38.3	29.2	111.7	116.9	172.5	289.4
<b>Birthplace and period of arrival</b>									
Born in Australia	26.2	*4.9	23.4	56.6	38.4	149.6	103.0	243.1	346.0
Born outside Australia	25.5	6.4	11.4	24.8	12.8	81.0	58.2	73.2	131.4
Arrived before 1961	*0.7	*0.1	*1.4	*3.1	*1.9	7.3	*3.3	9.0	12.3
Arrived 1961–1970	*0.7	*1.2	*1.1	6.6	*1.5	11.2	*5.2	18.3	23.4
Arrived 1971–1980	*2.4	*1.4	*3.5	*4.5	*2.9	14.7	14.6	15.5	30.1
Arrived 1981–1990	8.2	*1.4	*3.0	6.1	*4.3	23.0	24.5	18.2	42.7
Arrived 1991–1996	13.5	*2.2	*2.4	*4.6	*2.2	24.9	10.5	12.2	22.8
<b>Duration of current period of unemployment</b>									
	weeks	weeks	weeks	weeks	weeks	weeks	weeks	weeks	weeks
1–3	8.6	*2.8	5.9	13.8	7.9	39.0	28.3	38.7	67.0
4–7	7.0	*2.4	*4.5	7.6	*4.6	26.1	15.8	33.2	49.0
8–12	5.3	*0.2	*2.0	6.9	*4.3	18.8	15.4	28.2	43.5
13–25	13.1	*1.5	8.4	18.4	13.0	54.5	37.5	67.3	104.9
26–51	7.6	*1.7	*5.2	14.1	7.2	35.9	25.5	46.7	72.2
52–103	*4.8	*1.2	*4.7	7.8	*5.0	23.7	18.9	40.6	59.6
104 and over	5.4	*1.4	*4.1	12.8	9.1	32.7	19.8	61.5	81.3
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Persons</b>	<b>51.8</b>	<b>11.3</b>	<b>34.8</b>	<b>81.5</b>	<b>51.2</b>	<b>230.6</b>	<b>161.2</b>	<b>316.3</b>	<b>477.4</b>
Males	29.1	*3.8	24.1	64.3	12.6	134.0	89.1	195.9	285.0
Females	22.7	7.5	10.7	17.1	38.6	96.6	72.1	120.4	192.5

(a) Excludes 48 200 persons still at school.

(b) Includes persons who never attended school.

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

## 4.23 UNEMPLOYED PERSONS AGED 15 TO 64, MAY 1996

	15-24	25-34	35-44	45-54	55-64	Total
	'000	'000	'000	'000	'000	'000
MALES						
With post-school qualifications	24.1	33.4	33.1	27.3	16.1	134.0
Higher degree	—	*1.3	*1.5	*2.3	*0.2	*5.3
Postgraduate diploma	—	*1.3	*1.0	*0.2	—	*2.5
Bachelor degree	*5.0	*4.5	8.0	*2.5	*1.4	21.3
Undergraduate diploma	*0.1	*1.0	*0.8	*0.1	*1.8	*3.8
Associate diploma	*4.7	5.6	*5.2	*4.9	*3.8	24.1
Skilled vocational qualifications	7.8	18.0	14.5	15.0	9.0	64.3
Basic vocational qualifications	6.5	*1.7	*2.1	*2.4	—	12.6
Without post-school qualifications(a)	115.4	63.1	47.3	38.7	20.5	285.0
Completed highest level of school	44.0	15.5	10.8	10.5	8.2	89.1
Did not complete highest level of school	71.4	47.6	36.4	28.2	12.3	195.9
<b>Total</b>	<b>161.0</b>	<b>96.5</b>	<b>80.4</b>	<b>66.3</b>	<b>36.6</b>	<b>440.7</b>
FEMALES						
With post-school qualifications	24.9	29.0	23.2	15.5	*4.0	96.6
Higher degree	—	*0.8	*1.4	—	*0.9	*3.1
Postgraduate diploma	*0.5	*0.4	*1.6	—	*0.3	*2.8
Bachelor degree	*3.6	5.6	*4.1	*3.1	*0.3	16.7
Undergraduate diploma	*1.6	*3.4	*0.4	*2.1	—	7.5
Associate diploma	*4.5	*2.4	*2.6	*1.2	—	10.7
Skilled vocational qualifications	*5.0	*4.8	*4.6	*2.5	*0.1	17.1
Basic vocational qualifications	9.6	11.6	8.5	6.5	*2.4	38.6
Without post-school qualifications(a)	78.8	44.8	35.6	24.6	8.7	192.5
Completed highest level of school	43.6	12.9	7.6	*5.1	*2.8	72.1
Did not complete highest level of school	35.2	31.8	28.0	19.5	5.9	120.4
<b>Total</b>	<b>129.8</b>	<b>73.7</b>	<b>58.8</b>	<b>40.4</b>	<b>12.7</b>	<b>315.5</b>
PERSONS						
With post-school qualifications	49.0	62.4	56.3	42.9	20.1	230.6
Higher degree	—	*2.1	*2.9	*2.3	*1.1	8.4
Postgraduate diploma	*0.5	*1.8	*2.6	*0.2	*0.3	5.3
Bachelor degree	8.7	10.0	12.1	5.6	*1.7	38.0
Undergraduate diploma	*1.7	*4.4	*1.2	*2.2	*1.8	11.3
Associate diploma	9.2	7.9	7.8	6.1	*3.8	34.8
Skilled vocational qualifications	12.8	22.9	19.1	17.6	9.1	81.5
Basic vocational qualifications	16.1	13.3	10.6	8.9	*2.4	51.2
Without post-school qualifications(a)	194.2	107.9	82.9	63.3	29.2	477.4
Completed highest level of school	87.7	28.4	18.4	15.6	11.0	161.2
Did not complete highest level of school	106.5	79.4	64.5	47.7	18.2	316.3
<b>Total</b>	<b>290.8</b>	<b>170.2</b>	<b>139.2</b>	<b>106.7</b>	<b>49.3</b>	<b>756.2</b>

(a) Includes persons who never attended school and persons still at school.

Source: Transition from Education to Work, Australia (Cat. no. 6227.0).

## FAMILIES

In June 1996, 483,600 families had one or more members unemployed. Of these, the majority (67.1%) were couple families with one member unemployed. Dependants were present in 60.4% of the families with one or more members unemployed.

In June 1996, the unemployment rate for the population where family status was able to be determined was 7.9%. The lowest unemployment rate for this group was for husbands and wives without dependants, while the highest rate was for lone parents with dependants.

### 4.24 FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED, JUNE 1996

<i>Labour force status(a)</i>	<i>Couple families</i>					<i>All families</i>		
	<i>With dependants</i>	<i>Without dependants</i>	<i>Total</i>	<i>One parent family</i>	<i>Other family</i>	<i>With dependants</i>	<i>Without dependants</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000	'000	'000
NONE EMPLOYED								
One unemployed	65.2	39.5	104.6	51.8	*3.3	103.9	55.8	159.7
Two or more unemployed	14.9	13.5	28.4	7.1	*1.1	19.2	17.4	36.6
<i>Total</i>	80.0	53.0	133.0	58.9	4.4	123.2	73.2	196.3
ONE EMPLOYED								
One unemployed	78.0	53.7	131.7	30.9	6.8	92.9	76.5	169.4
Two or more unemployed	6.9	*2.7	9.7	*3.4	*0.3	8.9	4.4	13.3
<i>Total</i>	85.0	56.4	141.4	34.3	7.0	101.8	80.9	182.7
TWO OR MORE EMPLOYED								
One unemployed	58.2	30.0	88.3	7.6	*0.3	62.4	33.8	96.1
Two or more unemployed	4.7	3.5	8.2	*0.3	—	4.9	3.5	8.4
<i>Total</i>	62.9	33.6	96.5	7.8	*0.3	67.3	37.3	104.6
TOTAL								
One unemployed	201.4	123.2	324.6	90.3	10.3	259.2	166.0	425.2
Two or more unemployed	26.4	19.8	46.2	10.8	*1.4	33.0	25.4	58.4
<b>Total</b>	<b>227.9</b>	<b>143.0</b>	<b>370.9</b>	<b>101.0</b>	<b>11.7</b>	<b>292.2</b>	<b>191.4</b>	<b>483.6</b>

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

## 4.25 UNEMPLOYMENT RATES, RELATIONSHIP IN HOUSEHOLD(a), JUNE 1996

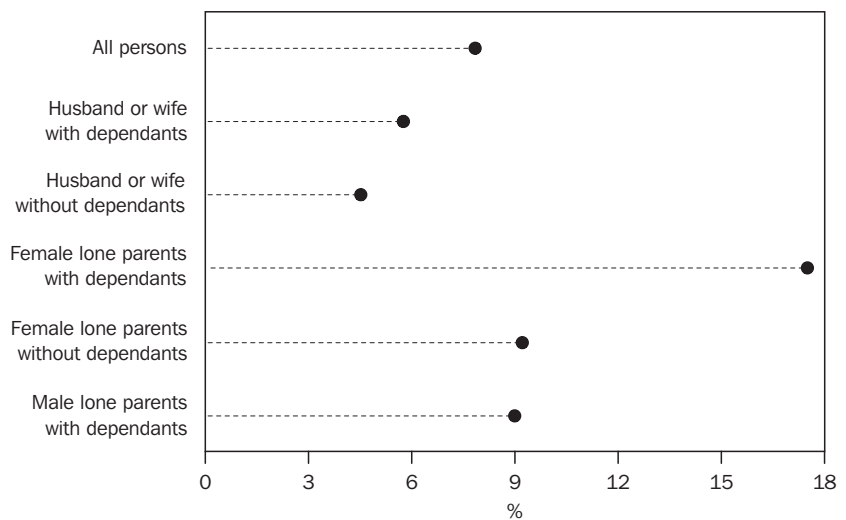
	Males	Females	Persons
	%	%	%
Family member	7.6	7.4	7.5
Husband or wife			
With dependants	5.7	6.1	5.9
Without dependants	5.0	4.4	4.7
Total	5.4	5.3	5.4
Lone parent			
With dependants	9.0	17.2	15.7
Without dependants	*11.0	9.2	9.7
Total	9.6	15.6	14.4
Dependent student(b)	17.0	13.8	15.2
Non-dependent child	13.7	9.5	12.1
Other family person	17.1	12.9	15.5
Non-family member			
Lone person	11.9	7.8	10.2
Not living alone	10.6	8.9	9.9
Total	11.2	8.4	10.0
<b>Total</b>	<b>8.2</b>	<b>7.6</b>	<b>7.9</b>

(a) Civilians aged 15 and over who were residents of households where family status was determined.

(b) Excludes persons aged 20–24 attending school. Also excludes sons or daughters aged 15–24 who are classified as husbands, wives or lone parents.

Source: *Labour Force Status And Other Characteristics Of Families, Australia (Cat. no. 6224.0)*.

## 4.26 UNEMPLOYMENT RATES, RELATIONSHIP IN HOUSEHOLD, JUNE 1996



Source: *Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0)*.

## 4.27 DURATION OF UNEMPLOYMENT, RELATIONSHIP IN HOUSEHOLD(a), JUNE 1996

	Duration of unemployment (weeks)								Average duration	Median duration
	Under 2	2-3	4-7	8-12	13-25	26-51	52 and over	Total		
	'000	'000	'000	'000	'000	'000	'000	'000		
Family member	43.3	50.6	63.8	48.1	100.3	94.6	152.6	553.3	48.9	22
Husband or wife										
With dependants	13.3	15.2	19.8	14.6	31.3	35.3	52.9	182.4	54.0	24
Without dependants	6.9	10.0	13.2	8.3	16.6	15.9	37.8	108.7	67.4	24
Total	20.2	25.3	32.9	22.9	47.9	51.2	90.8	291.1	59.0	24
Lone parent										
With dependants	3.9	4.0	4.1	4.4	6.2	5.5	12.7	41.0	46.8	22
Without dependants	*0.4	*0.5	*0.3	*1.0	*0.5	*0.9	3.8	7.4	90.4	*52
Total	4.3	4.5	4.4	5.4	6.8	6.5	16.6	48.4	53.5	23
Dependent student(b)	9.9	5.8	7.7	6.9	13.4	8.6	5.3	57.6	18.9	11
Non-dependent child	8.0	13.7	16.7	10.0	25.5	23.9	33.1	131.0	39.5	22
Other family person	*1.0	*1.3	*2.1	*2.9	6.7	4.4	6.9	25.3	40.1	23
Non-family member										
Lone person	3.7	*3.3	6.9	5.0	15.1	12.2	24.6	70.8	61.4	26
Not living alone	4.0	7.5	9.3	6.4	15.2	11.9	17.4	71.7	43.7	19
Total	7.7	10.7	16.2	11.4	30.3	24.2	42.0	142.5	52.5	23
<b>Total</b>	<b>51.0</b>	<b>61.3</b>	<b>80.0</b>	<b>59.5</b>	<b>130.6</b>	<b>118.7</b>	<b>194.6</b>	<b>695.8</b>	<b>49.6</b>	<b>22</b>

(a) Civilians aged 15 and over who were residents of households where family status was determined.

(b) Excludes persons aged 20-24 attending school. Also excludes sons or daughters aged 15-24 who are classified as husbands, wives or lone parents.

Source: Labour Force Status and Other Characteristics of Families, Australia (Cat. no. 6224.0).

## JOB VACANCIES

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken.

Vacancies available only to persons already employed by the organisation are excluded.

The number of job vacancies in Australia at May 1996 was estimated at 53,600, approximately the same number as in May 1995 (53,700).

## 4.28 JOB VACANCIES, INDUSTRY, MAY

	1994	1995	1996
	'000	'000	'000
Mining	0.4	1.2	* 2.8
Manufacturing	6.5	5.9	8.2
Electricity, gas and water supply	0.2	0.2	0.2
Construction	* 1.7	* 3.5	* 1.1
Wholesale trade	* 3.3	4.4	2.2
Retail trade	8.4	7.1	* 10.2
Accommodation, cafes and restaurants	* 1.3	3.5	2.8
Transport and storage	* 1.2	* 0.9	* 1.9
Communication services	* 0.6	0.2	0.2
Finance and insurance	2.5	4.6	2.9
Property and business services	7.9	* 5.7	7.4
Government administration and defence(a)	2.8	3.4	2.5
Education	2.5	2.8	2.6
Health and community services	7.4	6.0	5.2
Cultural and recreational services	* 1.3	* 1.1	1.1
Personal and other services	* 1.4	* 3.1	* 2.0
<b>All industries</b>	<b>49.4</b>	<b>53.7</b>	<b>53.6</b>

(a) Excludes permanent defence forces.

Source: *Job Vacancies and Overtime, Australia* (Cat. no. 6354.0).

### LIST OF REFERENCES

ABS publications and standard data services

*Job Search Experience of Unemployed Persons, Australia*  
(Cat. no. 6222.0) — issued annually

*Job Vacancies and Overtime, Australia* (Cat. no. 6354.0)  
— issued quarterly

*Labour Force, Australia* (Cat. no. 6203.0) — issued monthly

*Labour Force Experience, Australia, 1996* (Cat. no. 6206.0.40.001)  
— latest data, February 1995

*Labour Force Status and Other Characteristics of Families, Australia*  
(Cat. no. 6224.0) — issued annually

*Successful and Unsuccessful Job Search Experience, Australia*  
(Cat. no. 6245.0) — issued biennially

*Transition from Education to Work, Australia* (Cat. no. 6227.0)  
— issued annually

## CHAPTER 5

## PERSONS NOT IN THE LABOUR FORCE

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## INTRODUCTION

Persons not in the labour force are persons who are neither employed nor unemployed. They represent a potential supply of labour not reflected in employment and unemployment statistics. In this chapter, in addition to analysing persons not in the labour force by their demographic and family characteristics, data are also presented on their labour force aspirations. Some persons not in the labour force are classified as marginally attached to the labour force because they want to work, and in some cases are looking or available to work. Discouraged job seekers are amongst those persons marginally attached to the labour force. They are persons who want to work and are available to start work, but are not actively looking for work as they believe they could not find a job.

The sources for the statistics in this chapter are the ABS monthly Labour Force Survey and the annual supplementary surveys, in particular the survey of Persons Not In the Labour Force. This survey collects detailed data about the labour force attachments of persons aged 15 to 69 who were not in the labour force.

## PERSONS NOT IN THE LABOUR FORCE

In September 1996, the number of persons not in the labour force was 5,175,400. There were more females (3,328,900) not in the labour force than males (1,846,400), however, the proportion of females not in the labour force has been gradually decreasing over time. The proportion of females not in the labour force decreased from 66.0% in September 1991 to 64.3% in September 1996. In contrast, the corresponding proportion of males rose from 34.0% to 35.7% in the same period.

The annual supplementary survey Persons Not In the Labour Force provides more detail on characteristics of persons aged 15 to 69 who are not in the labour force. In September 1996, the number of persons aged 15 to 69 who were not in the labour force (excluding those in institutions and boarding school pupils) was 3,615,400 — representing 28% of the civilian population.

The proportion of persons not in the labour force generally rises with age for both males and females. The exceptions are the 15 to 19 years age group with high levels of educational participation, and females during the main child bearing years of 25 to 34 years.

The main activities of persons not in the labour force varies for males and females. Females commonly reported 'home duties/child care' (63.4%), while males reported 'retired/voluntarily inactive' (35.9%) and 'attending an educational institution' (29.4%).

## 5.1

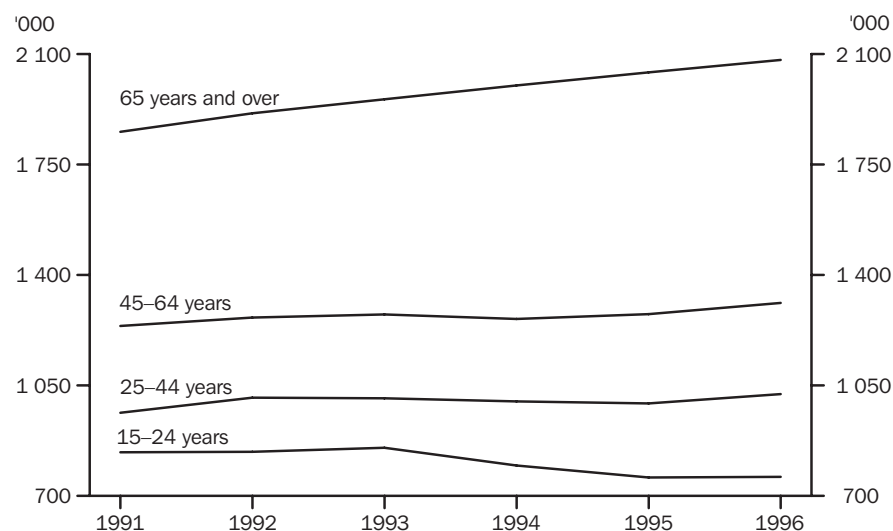
### PERSONS NOT IN THE LABOUR FORCE, AGE, SEPTEMBER

	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	70 and over	Total
	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES										
1991	304.5	85.2	71.5	71.9	92.9	96.0	177.3	272.3	492.1	1 663.7
1992	304.3	87.8	80.8	81.1	108.7	96.9	184.8	275.9	513.1	1 733.4
1993	298.1	95.8	83.5	77.9	114.4	107.8	180.2	279.0	535.1	1 771.7
1994	284.1	94.0	93.5	90.7	115.6	103.4	176.2	277.8	551.9	1 787.1
1995	267.6	84.8	81.2	83.6	124.0	99.8	186.3	280.5	571.9	1 779.8
1996	266.9	86.1	85.8	106.1	132.7	108.7	189.3	274.6	596.3	1 846.4
FEMALES										
1991	297.4	151.2	470.7	349.3	335.3	226.1	310.9	328.6	760.6	3 230.0
1992	282.9	164.4	483.8	365.3	335.0	226.1	313.2	336.8	786.4	3 293.9
1993	294.5	163.7	468.1	379.4	342.9	233.1	296.3	331.7	810.6	3 320.4
1994	257.4	160.6	442.8	372.2	343.0	228.7	293.8	335.2	835.7	3 269.3
1995	255.3	150.3	451.2	377.0	341.2	231.9	292.4	333.7	855.8	3 288.8
1996	258.1	149.2	448.7	381.9	359.6	229.0	292.2	330.5	879.7	3 328.9
PERSONS										
1991	601.9	236.3	542.3	421.1	428.3	322.1	488.1	600.9	1 252.7	4 893.7
1992	587.2	252.2	564.6	446.4	443.6	323.1	498.1	612.7	1 299.5	5 027.4
1993	592.6	259.5	551.6	457.3	457.4	340.9	476.5	610.8	1 345.7	5 092.2
1994	541.5	254.6	536.3	462.9	458.6	332.1	469.9	613.0	1 387.6	5 056.4
1995	523.0	235.1	532.4	460.6	465.2	331.7	478.7	614.2	1 427.7	5 068.6
1996	525.0	235.3	534.4	488.1	492.3	337.6	481.5	605.1	1 476.0	5 175.4

Source: Labour Force, Australia (Cat. no. 6203.0).

## 5.2

### PERSONS NOT IN THE LABOUR FORCE, SEPTEMBER



Source: Labour Force, Australia (Cat. no. 6203.0).

## 5.3

## PERSONS NOT IN THE LABOUR FORCE(a), RELATIONSHIP IN HOUSEHOLD, SEPTEMBER 1996

				<i>Proportion of population</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
<b>Family member</b>						
Husband or wife						
With dependants present	127.4	707.4	834.8	7.6	36.3	21.1
Without dependants present	828.6	1 054.6	1 883.3	39.5	51.1	45.2
<i>All husbands or wives</i>	956.0	1 762.1	2 718.1	23.3	43.9	33.5
Lone parent	36.1	307.8	343.9	35.9	51.4	49.2
Dependent student(b)	242.1	218.6	460.7	55.3	48.8	52.0
Non-dependant child	66.9	47.2	114.1	8.9	10.7	9.5
Other family person	50.4	104.9	155.3	34.1	61.3	48.7
<i>All family members</i>	1 351.5	2 440.5	3 792.0	24.4	43.0	33.8
<b>Non-family member</b>						
Lone person	241.0	527.6	768.7	36.9	65.5	52.7
Not living alone	77.4	71.2	148.6	14.9	18.2	16.3
<i>All non-family members</i>	318.4	598.8	917.2	27.2	50.0	38.7
<b>Total</b>	<b>1 669.9</b>	<b>3 039.3</b>	<b>4 709.2</b>	<b>24.9</b>	<b>44.3</b>	<b>34.7</b>

(a) Civilians aged 15 and over who were residents of private dwellings where family status was determined.

(b) Excludes persons aged 20–24 attending school. Also excludes sons or daughters aged 15–24 who are classified as husbands, wives or lone parents.

Source: Labour Force, Australia (Cat. no. 6203.0).

## 5.4

### CIVILIAN POPULATION AGED 15–69, LABOUR FORCE STATUS, SEPTEMBER

	1991	1992	1993	1994	1995	1996
	'000	'000	'000	'000	'000	'000
MALES						
<i>Civilian population aged 15–69</i>	6 158.6	6 230.5	6 287.9	6 292.7	6 371.9	6 462.4
Persons in the labour force						
Employed	4 463.1	4 441.2	4 483.7	4 573.3	4 700.3	4 746.7
Unemployed	522.8	565.9	565.8	484.2	463.7	465.5
Total persons in the labour force	4 986.0	5 007.1	5 049.5	5 057.5	5 164.0	5 212.2
Persons not in the labour force						
With marginal attachment to the labour force	220.5	246.7	247.1	215.3	261.8	262.0
Wanted to work and were actively looking for work						
Were available to start work within four weeks	10.7	16.0	16.3	15.1	13.7	15.8
Were not available to start work within four weeks	12.9	13.3	11.8	10.0	17.3	12.8
Total wanted to work and were actively looking for work	23.6	29.4	28.1	25.1	30.9	28.6
Wanted to work, not actively looking for work but available to start within four weeks						
Discouraged jobseekers	34.5	37.8	40.0	31.7	39.0	29.5
Other	162.4	179.5	179.0	158.5	191.9	203.9
Total wanted to work, not actively looking for work but available to start within four weeks	196.9	217.3	219.0	190.2	230.9	233.3
Without marginal attachment to the labour force						
Wanted to work, not actively looking for work but not available to start within four weeks	77.5	89.0	98.6	100.7	95.0	92.4
Did not want to work	787.4	817.8	813.1	787.6	768.6	784.2
Permanently unable to work	32.5	30.6	35.0	58.2	41.2	63.9
Institutionalised persons and boarding school pupils(a)	54.8	39.3	44.6	73.4	41.3	47.7
Total without marginal attachment to the labour force	952.1	976.8	991.3	1 019.8	946.1	988.2
Total persons not in the labour force	1 172.6	1 223.4	1 238.4	1 235.1	1 207.9	1 250.2
FEMALES						
<i>Civilian population aged 15–69</i>	6 076.8	6 155.2	6 213.1	6 251.6	6 326.0	6 420.1
Persons in the labour force						
Employed	3 262.4	3 281.1	3 321.3	3 471.4	3 593.4	3 636.4
Unemployed	343.2	359.4	373.8	346.5	299.6	334.5
Total persons in the labour force	3 605.6	3 640.5	3 695.1	3 818.0	3 893.0	3 970.9
Persons not in the labour force						
With marginal attachment to the labour force	598.8	599.7	660.7	558.0	601.0	617.6
Wanted to work and were actively looking for work						
Were available to start work within four weeks	13.4	17.8	18.5	23.3	19.1	18.9
Were not available to start work within four weeks	9.6	11.9	11.7	13.0	13.7	10.5
Total wanted to work and were actively looking for work	23.0	29.7	30.2	36.2	32.9	29.4
Wanted to work, not actively looking for work but available to start within four weeks						
Discouraged jobseekers	103.7	107.8	107.4	74.8	72.9	89.4
Other	472.1	462.2	523.1	447.0	495.2	498.8
Total wanted to work, not actively looking for work but available to start within four weeks	575.8	570.0	630.4	521.8	568.1	588.2
Without marginal attachment to the labour force						
Wanted to work, not actively looking for work but not available to start within four weeks	199.6	166.0	172.4	188.8	205.7	216.0
Did not want to work	1 621.6	1 698.3	1 636.6	1 622.3	1 573.5	1 544.5
Permanently unable to work	15.5	14.2	14.0	32.1	19.6	34.7
Institutionalised persons and boarding school pupils(a)	35.7	36.5	34.3	32.4	33.2	36.3
Total without marginal attachment to the labour force	1 872.5	1 915.0	1 857.4	1 875.6	1 832.0	1 831.6
Total persons not in the labour force	2 471.3	2 514.7	2 518.0	2 433.7	2 433.0	2 449.2

(a) Excluded from some other tables in this chapter.

...continued

## 5.4

CIVILIAN POPULATION AGED 15–69, LABOUR FORCE STATUS, SEPTEMBER — *continued*

	1991	1992	1993	1994	1995	1996
	'000	'000	'000	'000	'000	'000
PERSONS						
<b>Civilian population aged 15–69</b>	<b>12 235.4</b>	<b>12 385.7</b>	<b>12 501.0</b>	<b>12 544.3</b>	<b>12 697.9</b>	<b>12 882.5</b>
Persons in the labour force						
Employed	7 725.5	7 722.2	7 804.9	8 044.7	8 293.7	8 383.1
Unemployed	866.0	925.3	939.6	830.8	763.3	800.0
Total persons in the labour force	8 591.5	8 647.5	8 744.6	8 875.5	9 057.0	9 183.1
Persons not in the labour force						
With marginal attachment to labour force	819.3	846.4	907.8	773.3	862.8	879.6
Wanted to work and were actively looking for work						
Were available to start work within four weeks	24.1	33.8	34.8	38.4	32.8	34.7
Were not available to start work within four weeks	22.5	25.3	23.5	22.9	31.0	23.3
Total wanted to work and were actively looking for work	46.7	59.1	58.3	61.4	63.8	58.0
Wanted to work, not actively looking for work but available to start within four weeks						
Discouraged jobseekers	138.2	145.6	147.4	106.5	111.9	118.9
Other	634.5	641.7	702.0	605.5	687.1	702.6
Total wanted to work, not actively looking for work but available to start within four weeks	772.7	787.3	849.5	712.0	799.0	821.5
Without marginal attachment to the labour force						
Wanted to work, not actively looking for work but not available to start within four weeks	277.1	255.0	271.0	289.6	300.7	308.4
Did not want to work	2 409.0	2 516.1	2 449.7	2 409.9	2 342.1	2 328.7
Permanently unable to work	48.1	44.8	49.1	90.3	60.8	98.6
Institutionalised persons and boarding school pupils(a)	90.5	75.8	78.9	105.8	74.6	84.0
Total without marginal attachment to the labour force	2 824.6	2 891.7	2 848.7	2 895.5	2 778.1	2 819.8
Total persons not in the labour force	3 643.9	3 738.1	3 756.4	3 668.8	3 640.9	3 699.4

(a) Excluded from some other tables in this chapter.

Source: *Persons Not in the Labour Force, Australia* (Cat. no. 6220.0).

## 5.5

### MAIN ACTIVITY WHEN NOT IN THE LABOUR FORCE, AGE, SEPTEMBER 1996

	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	Total
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Home duties/childcare	*1.4	*1.3	9.3	14.4	15.5	*5.5	9.1	9.0	65.6
Attending an educational institution	246.5	60.0	27.6	13.2	*4.4	*0.9	*0.5	—	353.1
Retired/voluntarily inactive	*0.8	*2.7	*1.6	8.6	28.1	41.2	127.2	221.6	431.8
Own illness/injury or disability/handicap	*3.3	10.7	27.3	47.4	65.5	44.5	42.0	22.3	263.0
Looking after ill/disabled person	—	—	*0.4	*2.3	*5.0	*2.9	*3.4	*2.5	16.4
Travel/moving house	*0.5	*2.8	*5.5	*3.8	*2.6	*1.6	*2.3	*2.0	21.1
Worked in unpaid voluntary job	*0.8	*0.7	*1.3	*2.8	*3.2	*2.1	*2.8	6.6	20.4
Other	*2.3	*4.3	6.7	6.6	*2.6	*2.3	*3.7	*2.6	31.1
<b>Total</b>	<b>255.5</b>	<b>82.5</b>	<b>79.7</b>	<b>99.1</b>	<b>126.8</b>	<b>101.1</b>	<b>191.1</b>	<b>266.7</b>	<b>1 202.5</b>
FEMALES									
Home duties/childcare	13.3	79.1	390.8	317.6	261.8	138.8	160.5	167.2	1 529.1
Attending an educational institution	231.8	57.3	26.3	19.6	7.0	*2.8	*1.0	*0.9	346.6
Retired/voluntarily inactive	*0.6	*0.2	*2.1	*2.9	24.7	43.2	95.2	127.6	296.5
Own illness/injury or disability/handicap	*2.3	5.7	13.6	23.0	32.5	17.6	12.5	9.8	116.9
Looking after ill/disabled person	—	*1.0	*1.8	7.8	17.3	13.0	9.3	*4.8	55.0
Travel/moving house	*1.5	*3.6	*2.8	*2.6	*3.8	*1.7	*3.8	*1.2	20.9
Worked in unpaid voluntary job	*0.5	*0.5	*0.8	*4.6	6.2	*3.1	10.0	8.7	34.5
Other	*0.9	*1.0	*3.8	*1.1	*2.3	*2.5	*1.2	*0.6	13.4
<b>Total</b>	<b>250.8</b>	<b>148.3</b>	<b>442.1</b>	<b>379.2</b>	<b>355.6</b>	<b>222.6</b>	<b>293.5</b>	<b>320.8</b>	<b>2 412.9</b>
PERSONS									
Home duties/childcare	14.7	80.4	400.2	332.0	277.3	144.3	169.7	176.2	1 594.7
Attending an educational institution	478.3	117.3	53.9	32.7	11.4	*3.7	*1.5	*0.9	699.7
Retired/voluntarily inactive	*1.4	*2.9	*3.8	11.5	52.7	84.4	222.4	349.2	728.3
Own illness/injury or disability/handicap	*5.5	16.3	40.8	70.5	98.0	62.1	54.5	32.2	379.9
Looking after ill/disabled person	—	*1.0	*2.1	10.1	22.3	15.9	12.7	7.4	71.4
Travel/moving house	*2.0	6.4	8.3	6.4	6.3	*3.3	6.2	*3.2	42.0
Worked in unpaid voluntary job	*1.3	*1.2	*2.1	7.4	9.4	*5.2	12.9	15.4	54.9
Other	*3.2	*5.2	10.5	7.7	*4.8	*4.9	*4.9	*3.2	44.5
<b>Total</b>	<b>506.3</b>	<b>230.8</b>	<b>521.7</b>	<b>478.3</b>	<b>482.3</b>	<b>323.7</b>	<b>484.6</b>	<b>587.5</b>	<b>3 615.4</b>

Source: Persons Not in the Labour Force, Australia (Cat. no. 6220.0).

### PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE

Persons who are marginally attached to the labour force are potential participants in the labour force. They meet some but not all of the criteria for unemployment. To be classified as marginally attached to the labour force, a person must want to work, and be:

- actively looking for work, but unable to start work in the reference week; or
- not actively looking for work, but available to start work within four weeks.

There were 879,600 persons with a marginal attachment to the labour force in September 1996. This represents 23.8% of all persons aged 15 to 69 not in the labour force.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE *continued*

There was a slightly higher proportion of females (25.6%) than males (21.7%) with marginal attachment to the labour force. Of those with marginal attachment, 93.4% were not actively looking for work but available to start work within four weeks, and 6.6% were actively looking for work but unavailable to start in the reference week.

The reasons given by those not actively looking for work that were most commonly reported by males were 'attending an educational institution' (34.5%) and 'own ill health/physical disability' (18.8%). For females, the most commonly reported reasons were 'childcare' (31.1%), 'attending an educational institution' (12.5%) and 'other family considerations' (10.9%).

## 5.6

### PERSONS NOT IN THE LABOUR FORCE(a), SELECTED CHARACTERISTICS, SEPTEMBER 1996

	With marginal attachment to the labour force					Without marginal attachment to the labour force			
	Wanted to work, were not actively looking for work, available to start work within four weeks								
	Wanted to work and were actively looking for work	Discouraged jobseeker	Other	Total	Total	Wanted to work but neither looking nor available for work	Did not want to work	Total(b)	Total not in the labour force
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>State of usual residence</b>									
New South Wales	18.4	42.5	212.8	255.3	273.7	107.0	832.3	990.3	1 264.0
Victoria	12.7	30.3	184.5	214.8	227.5	73.2	575.5	672.4	900.0
Queensland	13.8	20.4	128.7	149.1	162.8	54.0	413.8	475.5	638.3
South Australia	5.0	11.3	61.8	73.1	78.2	23.2	199.0	226.7	304.9
Western Australia	5.4	9.7	70.0	79.7	85.2	31.1	208.3	241.6	326.8
Tasmania	*1.2	2.2	24.6	26.8	28.0	8.7	59.6	74.9	102.9
Northern Territory	*0.4	*1.1	6.2	7.3	7.7	4.6	16.5	21.6	29.2
Australian Capital Territory	*1.2	1.3	14.0	15.3	16.5	6.6	23.8	32.8	49.3
<b>Age group (years)</b>									
15-19	14.4	5.7	139.4	145.1	159.5	61.6	284.2	346.8	506.3
20-24	12.9	*4.4	72.7	77.1	90.0	34.3	102.5	140.8	230.8
25-34	13.1	10.6	187.5	198.2	211.3	82.8	216.5	310.5	521.7
35-44	9.0	23.4	148.2	171.6	180.6	60.4	225.3	297.7	478.3
45-54	*5.1	25.5	86.3	111.9	117.0	38.6	300.2	365.3	482.3
55-59	*2.1	13.6	30.1	43.7	45.8	15.0	244.9	278.0	323.7
60-64	*1.1	20.3	23.8	44.2	45.3	10.5	414.7	439.3	484.6
65-69	*0.3	15.3	14.5	29.8	30.1	*5.2	540.6	557.4	587.5
<b>Relationship in household</b>									
Family member									
Husband or wife									
With dependants	10.7	30.3	262.4	292.8	303.5	114.0	414.2	541.6	845.2
Without dependants	*5.4	46.0	98.3	144.4	149.8	42.2	1 005.1	1 083.7	1 233.5
All dependants	16.1	76.4	360.8	437.1	453.3	156.2	1 419.3	1 625.3	2 078.6
Lone parent									
With dependants	6.6	10.7	94.0	104.7	111.3	29.5	77.0	109.8	221.1
Without dependants	—	*2.9	*5.1	7.9	7.9	*2.6	52.1	57.2	65.1
All dependants	6.6	13.6	99.0	112.6	119.3	32.0	129.1	167.0	286.3
Dependent student	14.0	*3.8	125.0	128.7	142.7	54.1	271.3	325.8	468.6
Non-dependent child	*5.0	*3.4	28.1	31.5	36.6	10.8	50.0	74.1	110.6
Other family person	0.7	*1.3	8.6	10.0	10.7	9.9	60.1	73.9	84.6
Family member total	42.6	98.4	621.6	720.0	762.6	263.0	1 929.9	2 266.2	3 028.7
Non-family member									
Lone person	*5.3	15.2	28.8	44.1	49.3	18.0	232.2	264.7	314.0
Not living alone	*4.9	*1.7	22.4	24.0	28.9	12.6	72.2	92.2	121.1
All non-family members	10.1	16.9	51.2	68.1	78.2	30.6	304.4	356.9	435.1
Not determined	*5.3	*3.6	29.8	33.5	38.8	14.9	94.4	112.8	151.6
<b>Birthplace</b>									
Born in Australia	42.7	70.3	524.9	595.2	637.9	199.5	1 564.8	1 833.1	2 471.0
Born outside Australia									
Born in main English speaking countries	6.2	16.1	66.1	82.1	88.4	30.2	232.7	271.6	359.9
Born in other countries	9.1	32.6	111.7	144.2	153.3	78.7	531.2	631.1	784.4
All born outside Australia	15.3	48.6	177.7	226.4	241.7	108.9	763.9	902.7	1 144.4

(a) Persons 15-69 years old. Excludes 84,000 persons in institutions, i.e. students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, goals, etc.

(b) Includes permanently unable to work.

...continued



## 5.6

PERSONS NOT IN THE LABOUR FORCE(a), SELECTED CHARACTERISTICS, SEPTEMBER 1996 —  
*continued*

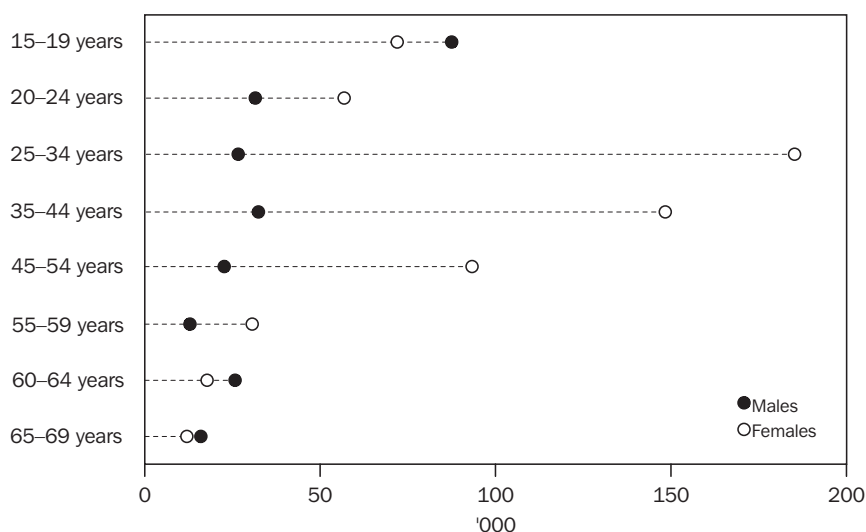
	<i>With marginal attachment to the labour force</i>					<i>Without marginal attachment to the labour force</i>			
	<i>Wanted to work, were not actively looking for work, available to start work within four weeks</i>					<i>Wanted to work but neither looking nor available for work</i>			<i>Total not in the labour force</i>
	<i>Wanted to work and were actively looking for work</i>	<i>Discouraged jobseeker</i>	<i>Other</i>	<i>Total</i>	<i>Total</i>	<i>Did not want to work</i>	<i>Total(b)</i>		
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Time since last job</b>									
Had had a job									
Under 1 year	26.8	11.5	154.5	166.0	192.9	78.4	231.3	311.6	504.4
1–2 years	10.6	20.7	134.6	155.2	165.9	60.2	272.3	339.8	505.7
3–4 years	*4.1	18.6	73.3	91.9	96.0	29.4	253.0	294.8	390.8
5–9 years	*3.9	28.2	108.6	136.8	140.7	35.7	392.2	449.8	590.5
10–19 years	*1.5	17.9	65.8	83.7	85.2	23.9	381.0	424.2	509.4
20 years and over	—	9.1	20.4	29.4	29.4	7.9	398.1	423.6	453.1
All had had a job	47.1	106.0	557.1	663.0	710.1	235.3	1 927.9	2 243.8	2 953.9
Had never had a job	11.0	13.0	145.5	158.5	169.5	73.1	400.9	492.0	661.5
<b>Main activity when not in the labour force</b>									
Home duties/childcare	15.8	69.9	388.5	458.4	474.2	134.6	975.1	1 120.6	1 594.7
Attending an educational institution	25.0	8.9	181.4	190.3	215.3	91.6	390.7	484.4	699.7
Retired/voluntarily inactive	*1.2	27.1	36.7	63.8	65.0	14.2	637.0	663.3	728.3
Own illness/injury or disability/handicap	4.9	1.6	49.1	50.7	55.6	51.2	203.5	324.3	379.9
Looking after ill/disabled person	*0.6	*1.3	9.5	10.8	11.4	7.6	51.3	60.1	71.4
Travel/moving house	*3.3	*1.4	14.7	16.2	19.4	*4.6	18.0	22.6	42.0
Worked in unpaid voluntary job	*1.0	*5.4	10.1	15.5	16.5	*1.6	36.0	38.4	54.9
Other	6.2	*3.4	12.6	16.0	22.2	*3.2	17.2	22.2	44.5
<b>Total</b>	<b>58.0</b>	<b>118.9</b>	<b>702.6</b>	<b>821.5</b>	<b>879.6</b>	<b>308.4</b>	<b>2 328.7</b>	<b>2 735.8</b>	<b>3 615.4</b>

(a) Persons 15–69 years old. Excludes 84,000 persons in institutions, i.e. students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, goals, etc.

(b) Includes permanently unable to work.

Source: *Persons Not in the Labour Force, Australia* (Cat. no. 6220.0).

## 5.7 MARGINAL ATTACHMENT TO THE LABOUR FORCE, AGE, SEPTEMBER 1996



Source: *Persons Not in the Labour Force, Australia* (Cat. no. 6220.0).

### DISCOURAGED JOBSEEKERS

Some persons with marginal attachment to the labour force can be classified as 'discouraged jobseekers'. They are defined as persons who want to work, are available to start within four weeks, but are not actively looking for work because they believe they cannot get a job.

In September 1996 there were an estimated 118,900 discouraged jobseekers and most of these (75.2%) were female. The main reasons given by discouraged jobseekers for not actively looking for work were 'considered too young or too old by employers' (39.6%), 'no jobs in locality or line of work' (23.9%) and 'lacked necessary schooling, training, skills or experience' (15.7%).

Female discouraged jobseekers were generally younger than male discouraged jobseekers. The majority (61.9%) of female discouraged jobseekers were aged 35 to 59 years while most (69.8%) male discouraged jobseekers were aged 55 to 69 years.

## 5.8

## DISCOURAGED JOBSEEKERS, AGE, SEPTEMBER

						1996		
	1991	1992	1993	1994	1995			
Age group (years)	'000	'000	'000	'000	'000	Males	Females	Persons
15-19	14.5	11.1	8.2	6.2	*5.5	*2.1	*3.5	5.7
20-24	7.2	6.2	5.7	*4.9	*1.7	*1.2	*3.2	*4.4
25-34	19.3	15.6	16.7	9.7	14.1	*0.7	9.9	10.6
35-44	28.0	33.4	31.4	19.0	18.5	*2.4	21.0	23.4
45-54	30.2	32.2	31.3	21.6	22.7	*2.4	23.1	25.5
55-59	13.7	16.4	22.3	13.1	13.9	*2.4	11.2	13.6
60-64	14.8	16.4	18.5	16.8	21.0	10.7	9.6	20.3
65-69	10.4	14.3	13.2	15.2	14.6	7.4	7.9	15.3
<b>Total</b>	<b>138.2</b>	<b>145.6</b>	<b>147.4</b>	<b>106.5</b>	<b>111.9</b>	<b>29.5</b>	<b>89.4</b>	<b>118.9</b>

Source: Persons Not In the Labour Force, Australia (Cat. no. 6220.0).

## 5.9

## DISCOURAGED JOBSEEKERS, MAIN REASON NOT ACTIVELY LOOKING FOR WORK, SEPTEMBER

	Considered too young or too old by employers	No jobs in locality or line of work	No jobs at all	Lacked necessary schooling, training skills
	'000	'000	'000	'000
1991	28.8	48.4	40.3	13.3
1992	38.1	45.1	37.3	16.1
1993	50.8	42.2	25.5	20.1
1994	41.2	25.9	13.0	17.9
1995	50.4	28.3	8.8	16.1
1996	47.1	28.4	12.2	18.7

Source: Persons Not In the Labour Force, Australia (Cat. no. 6220.0).

## EDUCATION

In May 1996, 23.8% (733,200) of the 3,075,000 persons aged 15 to 64 who were not in the labour force were attending an educational institution to obtain an educational qualification. Of this group, 53.5% (392,600) were attending school; 31.2% (228,600) were attending a higher education institution; 11.5% (84,500) were attending TAFE and the remaining 3.8% (27,500) were attending other tertiary institutions. The proportion of males not in the labour force who were attending an educational institution was 38.8% (365,900) compared with 17.2% (367,300) of females.

## 5.10 PERSONS NOT IN THE LABOUR FORCE(a), MAY

	1991	1992	1993(b)	1994	1995	1996
Type of educational institution attending	'000	'000	'000	'000	'000	'000
MALES						
Total attending	382.4	398.5	397.7	390.9	367.4	365.9
School	239.2	229.4	238.7	232.9	218.8	214.5
Higher education	103.0	112.5	109.3	119.6	110.5	109.1
TAFE	32.0	44.1	43.3	33.3	29.3	34.9
Other tertiary	8.2	12.6	6.4	*5.2	8.7	7.4
Not attending	475.4	499.3	536.0	545.0	551.7	577.8
Total	857.8	897.9	933.7	935.9	919.0	943.7
FEMALES						
Total attending	399.3	441.9	403.6	384.4	335.1	367.3
School	219.7	219.4	217.2	198.5	172.4	178.1
Higher education	99.8	121.1	122.4	122.0	100.0	119.5
TAFE	54.5	70.2	48.1	48.7	44.0	49.5
Other tertiary	25.2	31.2	15.9	15.2	18.7	20.2
Not attending	1 734.0	1 747.3	1 828.2	1 790.4	1 758.1	1 764.1
Total	2 133.3	2 189.2	2 231.8	2 174.8	2 093.2	2 131.3
PERSONS						
Total attending	781.8	840.4	801.3	775.4	702.5	733.2
School	458.9	448.7	455.9	431.5	391.3	392.6
Higher education	202.9	233.6	231.7	241.5	210.5	228.6
TAFE	86.6	114.4	91.4	82.0	73.4	84.5
Other tertiary	33.4	43.8	22.3	20.4	27.3	27.5
Not attending	2 209.3	2 246.6	2 364.2	2 335.4	2 309.8	2 341.8
<b>Total</b>	<b>2 991.1</b>	<b>3 087.0</b>	<b>3 165.5</b>	<b>3 110.7</b>	<b>3 012.2</b>	<b>3 075.0</b>

(a) This survey only covers 15 to 64 year old persons. Therefore, the total differs from that of Table 5.1.

(b) From 1993 there is a break in series owing to the introduction of the Australian Bureau of Statistics Classification of Qualifications (ABSCQ) and the exclusion of persons, from the attendance estimates, who are undertaking a course of study which does not lead to a recognised educational qualification.

Source: *Transition from Education to Work, Australia* (Cat. no. 6227.0).

In May 1996, a quarter (764,300) of persons aged 15 to 64 who were not in the labour force, had a post-school qualification. Nearly half of these people (46.8%) held an associate diploma or higher level of qualification.

## 5.11 PERSONS NOT IN THE LABOUR FORCE(a), EDUCATIONAL ATTAINMENT, MAY

	1994	1995	1996
	'000	'000	'000
<b>MALES</b>			
With post-school qualifications	205.1	224.0	237.2
Higher degree	6.0	7.6	8.7
Post-graduate diploma	6.0	8.4	5.4
Bachelor degree	36.3	29.6	39.4
Undergraduate diploma	9.9	8.6	10.4
Associate diploma	40.6	38.6	42.8
Skilled vocational qualification	99.2	123.3	122.1
Basic vocational qualification	6.4	7.9	8.5
Without post-school qualifications(b)	497.9	476.4	492.0
Completed highest level of school(c)	171.3	164.6	168.9
Attending a tertiary institution in May	104.3	103.9	99.6
Did not complete highest level of school(c)	324.7	310.9	320.6
Attending a tertiary institution in May	13.1	15.3	21.3
Still at school	232.9	218.6	214.5
<b>Total</b>	<b>935.9</b>	<b>919.0</b>	<b>943.7</b>
<b>FEMALES</b>			
With post-school qualifications	456.0	492.7	527.1
Higher degree	6.5	7.2	7.4
Post-graduate diploma	14.8	16.8	19.0
Bachelor degree	90.3	78.4	106.3
Undergraduate diploma	55.6	57.8	51.4
Associate diploma	53.2	66.9	67.4
Skilled vocational qualification	77.6	79.3	96.3
Basic vocational qualification	157.9	186.3	179.3
Without post-school qualifications(b)	1 520.6	1 427.6	1 425.2
Completed highest level of school(c)	390.0	350.7	345.4
Attending a tertiary institution in May	114.6	93.9	100.8
Did not complete highest level of school(c)	1 124.9	1 072.1	1 076.9
Attending a tertiary institution in May	19.4	38.3	47.1
Still at school	198.3	173.0	179.1
<b>Total</b>	<b>2 174.8</b>	<b>2 093.2</b>	<b>2 131.3</b>
<b>PERSONS</b>			
With post-school qualifications	661.1	716.7	764.3
Higher degree	12.5	14.7	16.1
Post-graduate diploma	20.7	25.2	24.4
Bachelor degree	126.6	108.0	145.7
Undergraduate diploma	65.5	66.5	61.7
Associate diploma	93.8	105.5	110.1
Skilled vocational qualification	176.8	202.6	218.4
Basic vocational qualification	164.4	194.2	187.9
Without post-school qualifications(b)	2 018.4	1 904.1	1 917.1
Completed highest level of school(c)	561.2	515.3	514.3
Attending a tertiary institution in May	218.8	197.7	200.4
Did not complete highest level of school(c)	1 449.5	1 382.9	1 397.5
Attending a tertiary institution in May	32.5	53.6	68.4
Still at school	431.2	391.5	393.6
<b>Total</b>	<b>3 110.7</b>	<b>3 012.2</b>	<b>3 075.0</b>

(a) This survey only covers 15 to 64 year old persons.

(b) Includes persons who never attended school.

(c) Includes persons who were not attending a tertiary institution in May.

Source: *Transition from Education to Work, Australia* (Cat. no. 6227.0).

## LIST OF REFERENCES

ABS publications and standard data services

*Labour Force, Australia* (Cat. no. 6203.0) — issued monthly

*Persons Not in the Labour Force, Australia* (Cat. no. 6220.0)  
— issued annually

*Transition from Education to Work, Australia* (Cat. no. 6227.0)  
— issued annually

## CHAPTER 6

## EARNINGS AND LABOUR COSTS

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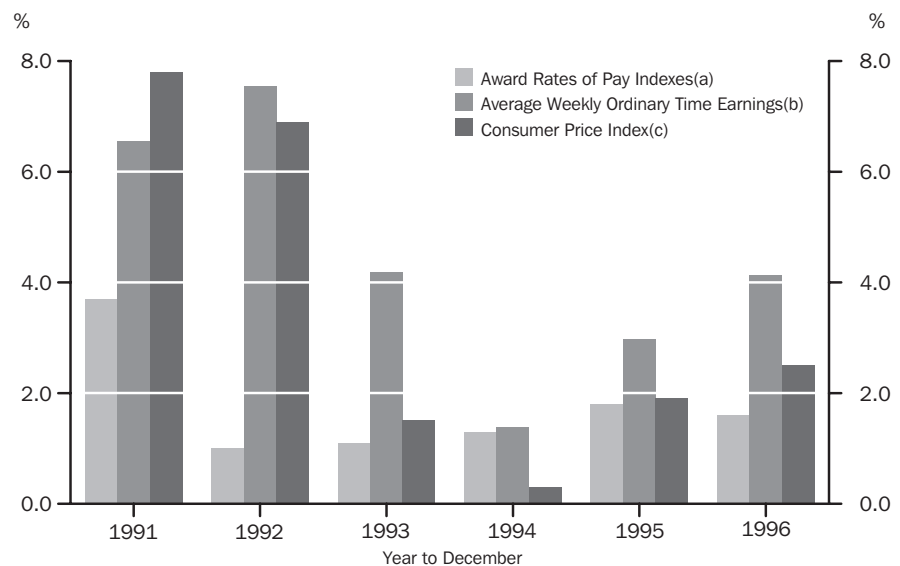
## INTRODUCTION

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings and labour costs.

Chart 6.1 shows the annual change in award rates of pay, average weekly ordinary time earnings and the consumer price index. Between December 1995 and 1996, the Consumer Price Index (CPI) increased by 2.5%. During the same period weekly award rates of pay increased by 1.6% (full-time adult wage and salary earners), while average weekly ordinary time earnings for full-time adults increased by 4.1%.

### 6.1 RATES OF PAY, EARNINGS AND PRICES, ANNUAL CHANGE, DECEMBER



(a) Weekly series (full-time adult persons).

(b) Full-time adult persons (year to November).

(c) All groups weighted average of eight capital cities.

Source: Award Rates of Pay Indexes, Australia (Cat. no. 6312.0); Average Weekly Earnings, States and Australia (Cat. no. 6302.0); Consumer Price Index, Australia (Cat. no. 6401.0).

## AVERAGE WEEKLY EARNINGS

Estimates of average weekly earnings are produced from a quarterly survey of employers. The average weekly earnings series provides information on: ordinary time earnings for full-time adults (males, females and persons); total earnings for full-time adults (males, females and persons); and total earnings for all employees (males, females and persons). These estimates are available by sector, industry and States and Territories.



AVERAGE WEEKLY EARNINGS *continued*

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of average weekly earnings and hours are obtained from a survey of employers conducted biennially in May. This survey provides more detail in terms of industries and sectors as well as information on the composition of earnings and hours for various categories of employees and occupations.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS monthly Labour Force Survey and is conducted primarily to obtain statistics on the distribution of employees' earnings classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

In the twelve months to May 1996, average weekly ordinary time earnings for full-time adults increased by 3.9% to \$672.60. The percentage increase for females was 3.2% and for males 4.1%.

During this period, average weekly ordinary time earnings for full-time adults increased in the public sector by 3.4% and in the private sector by 4.4%.

Average weekly ordinary time and total earnings also vary considerably across occupations and sex. In May 1996, for example, full-time adult male managers and administrators received estimated average weekly total earnings of \$1,162.30, while their female counterparts averaged \$987.80. At the lower levels of total earnings ranges, full-time adult male labourers and related workers earned on average \$582.40, compared to \$489.20 for females in the same occupation.

Part-time employees in elementary clerical, sales and service worker occupations averaged total earnings of \$184.10 per week in May 1996, well below the average earnings for part-time employees in all occupations (\$253.10).

In the five years since May 1991, average weekly total earnings for full-time adult male employees have increased by 22.4% from \$632.70 to \$774.20 while for full-time adult females they increased by 18.6% from \$512.40 to \$607.90.

Average weekly earnings for all employees in the five years have increased less in percentage terms for females than for males. For females, the increase has been 16.4%, from \$378.90 to \$441.10; for males, there has been an increase of 17.8%, from \$569.90 to \$671.50.

## AVERAGE WEEKLY EARNINGS *continued*

Since May 1991 ordinary time earnings for full-time adult males have risen from \$592.00 to \$715.80, an increase of 20.1%, while for full-time adult females there has been an increase of 18.7% from \$500.50 to \$594.10.

At May 1996, award or agreed base rate of pay represented 87.5% of average weekly total earnings for all full-time adult non-managerial male employees, and 96.5% for females. Overtime, the other major component of earnings, contributed 9.5% and 2.4% respectively towards male and female average weekly total earnings for this category of male and female employees.

In May 1996, the median weekly total earnings of full-time adult non-managerial male employees was \$671.30, while for full-time adult non-managerial female employees the median was \$568.50. The median weekly total earnings for all full-time adult non-managerial employees was \$625.30.

## 6.2

### AVERAGE WEEKLY EARNINGS, MAY

	AVERAGE WEEKLY EARNINGS, MAY								
	Males			Females			Persons		
	Full-time adults		Total earnings	Full-time adults		Total earnings	Full-time adults		Total earnings
	Ordinary time earnings	Total earnings		Ordinary time earnings	Total earnings		Ordinary time earnings	Total earnings	
DOLLARS									
1991	592.00	632.70	569.90	500.50	512.40	378.90	560.80	591.70	484.30
1992	624.80	665.50	597.40	519.70	531.20	397.00	587.30	617.60	504.50
1993	632.90	679.60	612.50	533.00	545.60	406.30	597.80	632.60	517.50
1994	654.00	705.90	625.10	552.10	566.70	422.80	617.50	656.10	531.80
1995	687.80	743.00	652.70	575.50	589.80	429.90	647.30	687.80	548.10
1996	715.80	774.20	671.50	594.10	607.90	441.10	672.60	715.20	564.40
PERCENTAGE CHANGE (FROM CORRESPONDING QUARTER OF PREVIOUS YEAR)									
1991	4.5	3.2	2.5	6.4	6.1	4.7	5.0	3.9	3.0
1992	5.5	5.2	4.8	3.8	3.7	4.8	4.7	4.4	4.2
1993	1.3	2.1	2.5	2.6	2.7	2.3	1.8	2.4	2.6
1994	3.3	3.9	2.1	3.6	3.9	4.1	3.3	3.7	2.8
1995	5.2	5.3	4.4	4.2	4.1	1.7	4.8	4.8	3.1
1996	4.1	4.2	2.9	3.2	3.1	2.6	3.9	4.0	3.0

Source: *Average Weekly Earnings, States and Australia* (Cat. no. 6302.0).

## 6.3

## AVERAGE WEEKLY EARNINGS, CATEGORY OF EMPLOYEE, MAY 1996(a)

	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Total			
	\$	\$	\$	\$	\$	\$			
OCCUPATION									
Managers and administrators	1 137.80	930.60	. .	930.60	1 129.60	1 129.60	444.00	1 104.10	
Professionals	994.30	843.80	407.00	842.80	862.40	861.50	395.10	733.60	
Associate professionals	708.90	755.10	338.20	749.10	737.00	733.50	303.50	679.00	
Tradespersons and related workers	496.50	701.00	321.20	643.30	688.20	635.50	268.30	601.50	
Advanced clerical and service workers	503.70	618.10	336.20	610.60	607.20	600.70	263.40	504.10	
Intermediate clerical, sales and service workers	582.20	584.20	323.00	570.90	584.10	571.20	243.80	449.60	
Intermediate production and transport workers	482.30	699.60	352.80	691.30	695.40	687.30	223.60	594.30	
Elementary clerical, sales and service workers	443.20	559.10	312.90	528.70	558.00	528.00	184.10	314.30	
Labourers and related workers	505.50	557.10	266.30	545.40	556.80	545.20	201.40	398.50	
INDUSTRY									
Mining	1 411.10	1 153.50	460.40	1 139.00	1 171.70	1 157.80	350.80	1 135.70	
Manufacturing	937.60	682.00	335.90	667.90	710.60	697.00	285.10	655.10	
Electricity, gas and water supply	1 208.20	784.80	329.10	775.30	810.80	801.30	334.80	785.90	
Construction	712.50	732.60	358.50	696.80	727.70	700.40	266.30	658.60	
Wholesale trade	832.70	619.20	324.30	605.00	668.60	655.70	259.60	598.20	
Retail trade	675.90	532.80	309.90	497.10	571.50	539.60	176.10	347.30	
Accommodation, cafes and restaurants	681.30	536.40	324.20	520.30	567.30	552.50	201.30	347.40	
Transport and storage	944.80	743.40	324.70	733.50	771.00	761.90	294.20	704.80	
Communication services	1 063.20	746.80	349.60	744.70	782.40	780.40	318.60	740.30	
Finance and insurance	1 247.30	647.90	367.90	635.70	804.50	790.30	303.90	700.90	
Property and business services	940.00	676.60	300.00	643.70	745.80	716.50	263.90	595.10	
Government administration and defence(b)	1 251.00	667.10	342.30	662.90	738.30	733.90	277.00	671.50	
Education	1 072.10	739.40	301.70	728.90	774.70	764.50	292.10	604.00	
Health and community services	1 041.00	672.90	264.70	660.10	722.80	710.30	347.80	531.20	
Cultural and recreational services	764.80	659.00	302.20	637.20	682.10	663.70	180.80	443.10	
Personal and other services	718.30	690.40	309.20	651.80	696.10	664.20	191.70	528.50	
SECTOR									
Private	865.60	659.50	319.40	633.80	702.30	679.00	233.40	536.80	
Public	1 175.40	731.20	325.10	727.70	774.60	771.10	338.00	679.30	
STATE OR TERRITORY									
New South Wales	966.60	698.20	332.50	682.20	747.60	732.70	257.30	598.30	
Victoria	921.00	682.00	320.60	667.10	726.10	712.40	257.60	580.80	
Queensland	800.30	661.50	318.50	638.00	684.60	663.40	240.50	540.00	
South Australia	871.30	640.50	314.60	621.00	673.90	655.30	261.10	527.80	
Western Australia	900.70	704.80	308.90	665.50	735.10	698.70	238.10	560.00	
Tasmania	838.60	619.10	297.50	596.20	647.20	625.30	260.50	514.00	
Northern Territory	914.00	728.40	338.00	716.60	752.30	741.30	239.70	610.50	
Australian Capital Territory	1 107.80	734.50	286.30	722.70	823.80	813.00	273.50	658.20	
Total	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70	

(a) Estimates of average weekly earnings from the Survey of Employee Earnings and Hours vary slightly from the estimates obtained from the quarterly Survey of Average Weekly Earnings, because of methodological differences between the two surveys.

(b) Excludes permanent defence forces.

Source: *Employee Earnings and Hours, Australia* (Cat. no. 6306.0).

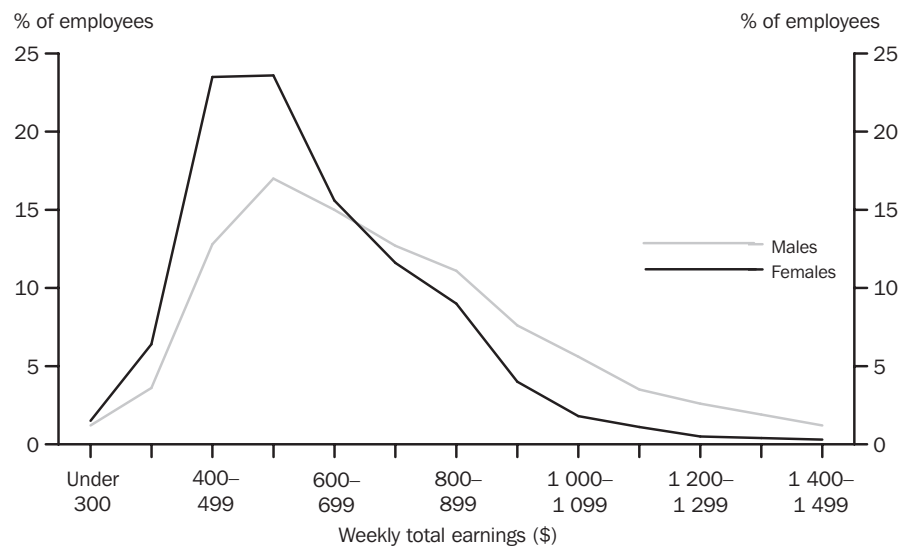
## 6.4 WEEKLY TOTAL EARNINGS(a), BY PERCENTILES, MAY 1996

Occupation						Persons
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile	Mean earnings
	\$	\$	\$	\$	\$	\$
Managers and administrators	650.50	828.70	1 028.20	1 267.10	1 723.10	1 129.60
Professionals	555.20	677.80	813.60	944.50	1 193.50	862.40
Associate professionals	422.10	545.30	700.60	867.70	1 075.00	737.00
Tradespersons and related workers	426.70	506.40	620.10	802.60	1 038.40	688.20
Advanced clerical and service workers	424.50	498.00	588.30	695.50	808.70	607.20
Intermediate clerical, sales and service workers	423.70	479.10	552.80	658.80	787.30	584.10
Intermediate production and transport workers	420.50	488.00	606.80	822.00	1 090.80	695.40
Elementary clerical, sales and service workers	400.90	440.40	509.10	631.60	769.30	558.00
Labourers and related workers	375.90	428.80	506.70	635.40	822.70	556.80
<b>All occupations</b>	<b>427.10</b>	<b>507.00</b>	<b>649.60</b>	<b>844.20</b>	<b>1 090.20</b>	<b>723.90</b>

(a) For full-time adult employees. Excludes junior and/or part-time employees.

Source: *Employee Earnings and Hours, Australia* (Cat. no. 6306.0).

## 6.5 WEEKLY TOTAL EARNINGS, FULL-TIME ADULT EMPLOYEES, MAY 1996



Source: *Employee Earnings and Hours, Australia* (Cat. no. 6306.0).

## 6.6

## AVERAGE WEEKLY EARNINGS, COMPOSITION, MAY 1996(a)

	Average weekly earnings						Average weekly total hours paid		
	Average weekly ordinary time earnings						Ordinary time	Overtime	Total
	Base pay	Payment by measured result	Overaward and over-agreement pay	Total	Overtime	Total			
	\$	\$	\$	\$	\$	\$	hours	hours	hours
MALES									
Mining	919.80	128.30	14.10	1062.10	129.10	1191.20	40.3	4.2	44.5
Manufacturing	586.30	9.30	13.90	609.50	106.00	715.50	38.0	4.3	42.3
Electricity, gas and water supply	715.50	*1.80	*0.30	717.60	82.90	800.50	36.9	2.8	39.7
Construction	626.90	*5.30	5.30	637.40	107.50	745.00	38.6	4.2	42.8
Wholesale trade	565.50	19.80	21.70	606.90	42.30	649.20	38.5	2.0	40.4
Retail trade	481.60	*39.70	15.80	537.10	35.50	572.70	38.4	1.8	40.2
Accommodation, cafes and restaurants	540.90	—	*4.10	545.00	17.70	562.70	38.9	0.9	39.7
Transport and storage	634.10	*34.10	*2.70	670.90	111.60	782.50	38.5	4.6	43.0
Communication services	675.20	*0.20	*0.70	676.10	101.10	777.10	36.9	3.6	40.5
Finance and insurance	706.10	*8.00	4.60	718.80	27.70	746.40	37.6	*1.0	38.6
Property and business services	686.30	*8.00	5.20	699.60	47.20	746.80	38.3	2.0	40.4
Government administration and defence	649.80	—	0.80	650.60	31.30	681.90	37.3	1.3	38.6
Education	777.40	*0.10	*1.90	779.40	*7.90	787.30	36.6	*0.3	36.9
Health and community services	711.90	*0.20	*2.40	714.50	51.60	766.20	38.2	1.6	39.8
Cultural and recreational services	642.40	*3.10	*4.50	649.90	26.40	676.30	38.6	1.0	39.6
Personal and other services	713.40	*0.70	*2.20	716.30	57.80	774.10	38.2	2.1	40.3
<b>All industries</b>	<b>638.20</b>	<b>14.00</b>	<b>8.30</b>	<b>660.50</b>	<b>69.30</b>	<b>729.70</b>	<b>38.1</b>	<b>2.8</b>	<b>40.8</b>
FEMALES									
Mining	740.70	*18.80	*1.20	760.70	*26.60	787.30	40.2	*1.1	41.3
Manufacturing	517.20	8.80	7.20	533.20	33.10	566.30	38.0	1.6	39.6
Electricity, gas and water supply	635.30	*0.20	*0.20	635.70	*24.20	659.90	37.1	*0.9	38.0
Construction	569.10	—	*0.60	569.70	*35.40	605.10	38.1	*1.4	39.5
Wholesale trade	520.60	*4.00	*13.40	538.00	8.90	547.00	38.0	0.4	38.5
Retail trade	456.90	*2.30	5.50	464.70	12.30	477.00	38.1	0.7	38.8
Accommodation, cafes and restaurants	485.30	*0.20	*1.70	487.20	8.60	495.80	38.5	0.5	39.0
Transport and storage	573.90	*6.20	*0.90	581.00	26.60	607.50	37.3	1.2	38.4
Communication services	639.90	*0.20	*1.90	642.00	34.30	676.30	36.5	1.4	37.9
Finance and insurance	563.00	*0.30	6.30	569.60	14.40	583.90	37.5	0.6	38.1
Property and business services	574.40	*3.30	8.40	586.10	9.70	595.80	37.6	0.5	38.1
Government administration and defence	633.30	*0.20	*0.40	634.00	9.70	643.60	36.8	0.4	37.1
Education	699.70	—	*0.50	700.20	*2.70	702.90	36.4	*0.1	36.5
Health and community services	619.80	*0.20	*1.40	621.40	13.80	635.10	38.0	0.5	38.5
Cultural and recreational services	606.70	*3.80	*3.40	613.90	17.10	631.00	38.0	0.8	38.8
Personal and other services	527.60	*8.10	*1.40	537.10	23.30	560.40	37.8	0.9	38.7
<b>Total</b>	<b>584.40</b>	<b>2.50</b>	<b>4.00</b>	<b>591.00</b>	<b>14.70</b>	<b>605.70</b>	<b>37.5</b>	<b>0.6</b>	<b>38.2</b>

(a) Full-time adult non-managerial employees only. Excludes junior, managerial and part-time employees. Excludes permanent defence forces.

...continued

## 6.6

### AVERAGE WEEKLY EARNINGS, COMPOSITION, MAY 1996(a) — continued

	Average weekly earnings						Average weekly total hours paid		
	Average weekly ordinary time earnings					Total	Ordinary time		Total
	Base pay	Payment by measured result	Overaward and over-agreement pay	Total	Overtime		hours	hours	
	\$	\$	\$	\$	\$	\$	hours	hours	hours
PERSONS									
Mining	903.10	118.00	12.90	1 034.00	119.50	1 153.50	40.3	3.9	44.2
Manufacturing	570.80	9.20	12.40	592.40	89.60	682.00	38.0	3.7	41.7
Electricity, gas and water supply	706.50	*1.60	*0.30	708.40	76.40	784.80	36.9	2.6	39.5
Construction	621.80	*4.80	4.80	631.40	101.20	732.60	38.5	4.0	42.5
Wholesale trade	552.30	15.20	19.20	586.70	32.50	619.20	38.3	1.5	39.9
Retail trade	471.30	*24.10	11.50	506.90	25.90	532.80	38.3	1.3	39.6
Accommodation, cafes and restaurants	519.10	*0.10	*3.10	522.30	14.10	536.40	38.7	0.7	39.5
Transport and storage	620.70	*27.90	*2.30	650.80	92.60	743.40	38.2	3.8	42.0
Communication services	664.60	*0.20	*1.00	665.80	81.00	746.80	36.8	2.9	39.7
Finance and insurance	619.40	*3.30	5.60	628.30	19.60	647.90	37.6	0.7	38.3
Property and business services	634.30	*5.80	6.70	646.90	29.70	676.60	38.0	1.3	39.3
Government administration and defence	643.40	*0.10	0.60	644.10	22.90	667.10	37.1	0.9	38.1
Education	733.40	—	*1.10	734.50	*4.90	739.40	36.5	*0.2	36.7
Health and community services	646.40	*0.20	*1.70	648.30	24.70	672.90	38.0	0.8	38.8
Cultural and recreational services	628.70	*3.40	*4.10	636.10	22.80	659.00	38.4	0.9	39.3
Personal and other services	640.70	*3.60	*1.90	646.10	44.30	690.40	38.1	1.6	39.7
<b>Total</b>	<b>617.90</b>	<b>9.70</b>	<b>6.70</b>	<b>634.20</b>	<b>48.70</b>	<b>683.00</b>	<b>37.9</b>	<b>2.0</b>	<b>39.8</b>

(a) Full-time adult non-managerial employees only. Excludes junior, managerial and part-time employees. Excludes permanent defence forces.

Source: *Employee Earnings and Hours, Australia* (Cat. no. 6306.0).

### WEEKLY EARNINGS OF EMPLOYEES

In recent years, growth in mean weekly earnings peaked at 7.9% in 1989 and then slowed over the next 3 years, to 2.4% in 1992. Following a rise of 5.9% in August 1993, growth in mean weekly earnings for all employees again slowed, to 2.5% in 1995. In August 1995, total mean weekly earnings for all employees rose to \$532, with male weekly earnings for employees growing by 2.5% to \$623 and by 3.2% to \$420, for females.

Growth in mean weekly earnings for full-time employees had also slowed since 1993, and was \$630 in August 1995. For males, the mean grew by 2.6% between August 1994 and 1995 (to \$673). For females, growth in mean weekly earnings for full-time employees was 4.4% over the same period, to \$550 per week.

The mean weekly earnings for male part-time workers increased from \$180 in August 1990 to \$210 in August 1995; an increase of 3.3% per year. For female part-time workers, the increase was 3.6% per year, from \$202 in August 1990 to \$237 in August 1995.

WEEKLY EARNINGS OF EMPLOYEES *continued*

The highest mean weekly earnings in their main job for full-time employees was recorded for males aged 45–54 years (\$772) and females aged 35–44 years (\$592).

Full-time employees who worked as Labourers and related workers recorded the lowest mean weekly earnings in their main job (\$490). The highest mean weekly earnings in main job (\$846) was recorded for Managers and administrators.

The industry recording the lowest mean weekly earnings for full-time employees was Agriculture, forestry and fishing at \$472. The Mining industry at \$984 recorded the highest.

Mean weekly earnings in main job for full-time public sector employees were \$722 for males and \$625 for females, while for private sector employees they were \$656 for males and \$516 for females.

**6.7**

## ALL JOBS OF FULL-TIME AND PART-TIME WORKERS, AUGUST

	<i>Full-time workers</i>			<i>Part-time workers</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
MEAN WEEKLY EARNINGS IN ALL JOBS (\$)									
1990(a)	546	435	509	180	202	198	520	345	444
1991(b)	571	465	535	196	208	206	541	365	464
1992	591	489	557	198	219	214	553	376	475
1993	628	513	589	207	233	227	589	396	503
1994	656	527	612	203	239	230	608	407	519
1995	673	550	630	210	237	231	623	420	532
EMPLOYEES ('000)									
1990(a)	3 467.5	1 732.6	5 200.0	274.5	1 091.1	1 365.5	3 741.9	2 823.7	6 565.6
1991(b)	3 269.2	1 681.1	4 950.3	283.9	1 083.0	1 366.9	3 553.1	2 764.1	6 317.3
1992	3 199.3	1 622.8	4 822.0	337.4	1 175.4	1 512.8	3 536.7	2 798.1	6 334.8
1993	3 188.6	1 636.7	4 825.3	330.2	1 167.9	1 498.1	3 518.8	2 804.6	6 323.4
1994	3 240.2	1 695.3	4 935.4	386.6	1 203.7	1 590.3	3 626.8	2 899.0	6 525.8
1995	3 373.9	1 811.9	5 185.8	404.0	1 292.4	1 696.4	3 777.9	3 104.3	6 882.2

(a) The 1990 survey excluded all persons aged 70 and over.

(b) The 1991 survey was conducted in July.

Source: *Weekly Earnings of Employees (Distribution), Australia* (Cat. no. 6310.0.40.001).

## 6.8

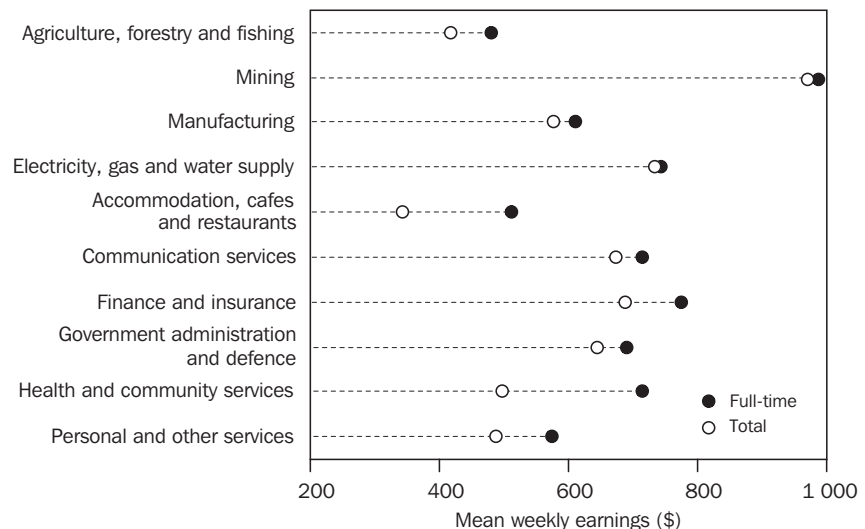
### MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME EMPLOYEES, AUGUST

	Males			Females			Persons		
	1993	1994	1995	1993	1994	1995	1993	1994	1995
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Total</b>	<b>626</b>	<b>655</b>	<b>672</b>	<b>510</b>	<b>524</b>	<b>550</b>	<b>587</b>	<b>610</b>	<b>630</b>
<b>Occupation</b>									
Managers and administrators	813	855	871	638	684	732	783	822	846
Professionals	815	853	884	675	691	717	760	793	817
Para-professionals	688	720	756	599	616	631	655	681	709
Tradespersons	537	556	565	397	408	414	528	545	553
Clerks	590	618	640	478	492	519	511	530	553
Salespersons and personal service workers	565	609	638	423	444	470	496	524	555
Plant and machine operators and drivers	607	614	629	394	407	408	579	588	605
Labourers and related workers	486	497	515	396	395	405	465	472	490
<b>Age group (years)</b>									
15-19	283	305	300	277	286	290	281	297	296
20-24	467	485	496	439	452	466	455	470	483
25-34	618	640	657	546	567	581	593	614	630
35-44	700	744	753	556	570	592	655	690	701
45-54	717	734	772	524	542	583	654	672	708
55-59	637	652	676	493	507	558	603	615	646
60 and over	563	616	626	551	504	538	560	597	609

Source: *Weekly Earnings of Employees (Distribution), Australia* (Cat. no. 6310.0.40.001).

## 6.9

### MEAN WEEKLY EARNINGS IN MAIN JOB, AUGUST 1995



Source: *Weekly Earnings of Employees (Distribution), Australia* (Cat. no. 6310.0.40.001).

## LABOUR COSTS

Labour costs statistics are produced from a survey which was last conducted for the 1993-94 financial year. The survey prior to that was for the 1991-92 financial year, and run annually prior to that date. Labour costs are defined as all costs incurred by employers in the employment of labour; and costs are measured on a cash accounting basis, net of any reimbursements, subsidies or rebates.



LABOUR COSTS *continued*

The Labour Costs Survey collects data on the following labour cost components: earnings (which include gross wages and salaries, termination payments, and fringe benefits); superannuation; payroll tax; workers compensation; and fringe benefits tax.

In 1993–94 total labour costs per employee were \$32,755, up from \$30,805 in 1991–92, an increase of 6.3% over the two years.

The structure and composition of labour costs differ markedly between the private and public sectors. Employment conditions vary considerably, as does the occupational composition of the work force. Superannuation, payroll tax, and workers' compensation costs in each sector are affected differently by legislation and administrative arrangements.

Total labour costs per employee were \$30,022 in the private sector compared to \$39,933 in the public sector. Costs, other than for earnings, were \$3,368 per employee or 11.2% in the private sector, against \$4,925 or 12.3% in the public sector. The higher rate in the public sector was due to superannuation which made up 4.9% of total labour costs in the private sector, against 6.9% in the public sector. Private sector fringe benefits tax costs (0.9%), expressed as a percentage of total labour costs, were twice those in the public sector (0.4%).

In 1993–94, the Australian Capital Territory had the highest total labour costs per employee of \$36,082. Tasmania had the lowest with \$29,311. In the private sector, New South Wales had the highest total labour costs per employee with \$32,038, and Tasmania the lowest with \$26,180.

The Mining industry continues to have the highest average total labour costs per employee of any industry (\$67,140 in 1993–94). Accommodation, cafes and restaurants recorded the lowest costs, \$18,560 per employee, due to the large numbers of part-time employees and juniors employed in this industry.

The Communication services industry recorded the greatest increase between 1991–92 and 1993–94, with total labour costs per employee rising by 18.9%. The main contributor to this increase was earnings, which rose from \$34,632 per employee to \$42,234 (21.9%). Property and business services was the only industry to record a decrease in average total labour costs per employee.

Superannuation coverage continues to rise. While employees in larger businesses were always more likely to have been covered by employer superannuation, the impact of the Superannuation Guarantee legislation in July 1992, which provided for tax penalties for those companies that did not provide employer based superannuation for their employees, has resulted in a marked increase in the superannuation coverage of employees in smaller businesses.

LABOUR COSTS *continued*

In the 1991–92 survey, the coverage of employees in businesses with fewer than 20 employees was 57.4%. This rose to 84.7% in the 1993–94 survey. The corresponding figures for employees in businesses with greater than 100 employees were a coverage of 87.8% in 1991–92 and 94.7% in 1993–94.

Superannuation contributions increased in line with the increase in coverage. The increase between 1992 (\$8,765 million) and 1994 (\$10,990 million) was 25.4%. The average superannuation contributions per employee rose 20.2% (from \$1,521 to \$1,829) over the same period.

The proportion of total labour costs attributable to superannuation increased from 4.9% in 1991–92 to 5.6% in 1993–94. In the private sector, superannuation rose from 4.2% to 4.9% of total labour costs and, in the public sector, rose from 6.4% to 6.9% of total labour costs.

The average contributions per employee were greater in the following industries: Electricity, gas and water supply (\$4,397), Communication services (\$3,970), Transport and storage (\$3,698), Mining (\$3,596) and Government administration and defence (\$2,560). Those industries that had the greater superannuation contributions (expressed as a percentage of total labour costs) were: Electricity, gas and water supply (8.5%), Transport and storage (8.4%), Communication services (8.0%), Government administration and defence (7.1%) and Property and business services (5.9%).

## 6.10 LABOUR COSTS AS A PERCENTAGE OF TOTAL, INDUSTRY, 1993–94

	Other labour costs					
	<i>Earnings</i>	<i>Total</i>	<i>Super-annuation</i>	<i>Payroll tax</i>	<i>Workers' compensation</i>	<i>Fringe benefits tax</i>
	%	%	%	%	%	%
PRIVATE						
Mining	86.3	13.7	5.1	4.6	2.5	1.5
Manufacturing	87.7	12.3	4.4	4.4	2.9	0.6
Electricity, gas and water supply	85.0	15.0	8.2	4.7	1.4	0.6
Construction	88.0	12.0	5.2	3.1	3.1	0.6
Wholesale trade	88.4	11.6	5.1	3.6	1.5	1.3
Retail trade	90.4	9.6	3.9	3.7	1.6	0.4
Accommodation, cafes and restaurants	91.0	9.0	4.3	2.8	1.6	0.3
Transport and storage	87.4	12.6	4.9	4.1	3.0	0.6
Communication services	90.4	9.6	4.8	2.5	1.4	1.0
Finance and insurance	86.4	13.6	5.3	4.7	0.4	3.2
Property and business services	89.7	10.3	5.7	2.8	0.9	*1.0
Education	92.8	7.2	5.2	*0.5	0.8	*0.7
Health and community services	90.9	9.1	6.2	1.1	1.7	0.1
Cultural and recreational services	90.1	9.9	5.1	2.9	1.2	*0.7
Personal and other services	89.5	10.5	*5.7	2.6	1.7	0.5
<b>All industries</b>	<b>88.8</b>	<b>11.2</b>	<b>4.9</b>	<b>3.5</b>	<b>1.9</b>	<b>0.9</b>
PUBLIC						
Mining	80.4	19.6	10.3	5.4	3.7	0.2
Manufacturing	87.7	12.3	4.8	3.8	3.5	0.2
Electricity, gas and water supply	84.0	16.0	8.5	4.6	2.3	0.5
Construction	84.4	15.6	9.0	3.3	3.0	0.4
Wholesale trade	*86.5	*13.5	*5.6	*4.8	*1.1	*2.0
Retail trade	*89.6	*10.4	*5.4	*4.2	*0.8	*0.1
Accommodation, cafes and restaurants	*86.4	*13.6	*5.3	*4.9	*2.8	*0.6
Transport and storage	80.9	19.1	11.6	4.5	2.6	0.4
Communication services	85.1	14.9	8.2	5.1	1.2	0.4
Finance and insurance	84.9	15.1	6.6	5.4	0.8	2.3
Property and business services	89.1	10.9	7.5	2.1	0.9	0.4
Government administration and defence	88.7	11.3	7.1	1.8	1.8	0.6
Education	88.4	11.6	5.6	4.9	1.0	0.1
Health and community services	92.8	7.2	4.7	0.4	2.1	—
Cultural and recreational services	90.2	9.8	5.3	2.6	1.5	0.4
Personal and other services	88.1	11.9	5.2	4.3	2.1	0.3
<b>All industries</b>	<b>87.7</b>	<b>12.3</b>	<b>6.9</b>	<b>3.3</b>	<b>1.7</b>	<b>0.4</b>
PRIVATE AND PUBLIC						
Mining	86.0	14.0	5.4	4.7	2.5	1.5
Manufacturing	87.7	12.3	4.4	4.4	2.9	0.6
Electricity, gas and water supply	84.0	16.0	8.5	4.7	2.3	0.5
Construction	87.6	12.4	5.6	3.1	3.1	0.6
Wholesale trade	88.4	11.6	5.1	3.6	1.5	1.3
Retail trade	90.4	9.6	3.9	3.7	1.6	0.4
Accommodation, cafes and restaurants	91.0	9.0	4.3	2.8	1.6	0.3
Transport and storage	84.0	16.0	8.4	4.3	2.8	0.5
Communication services	85.3	14.7	8.0	5.0	1.2	0.4
Finance and insurance	86.0	14.0	5.6	4.9	0.5	3.0
Property and business services	89.6	10.4	5.9	2.8	0.9	*0.9
Government administration and defence	88.7	11.3	7.1	1.8	1.8	0.6
Education	89.1	10.9	5.5	4.2	1.0	0.2
Health and community services	91.9	8.1	5.4	0.7	1.9	0.1
Cultural and recreational services	90.1	9.9	5.2	2.7	1.3	*0.6
Personal and other services	88.8	11.2	5.5	3.4	1.9	0.4
<b>All industries</b>	<b>88.4</b>	<b>11.6</b>	<b>5.6</b>	<b>3.5</b>	<b>1.8</b>	<b>0.7</b>

Source: *Labour Costs, Australia* (Cat. no. 6348.0).

## 6.11 LABOUR COSTS, STATES AND TERRITORIES, 1993-94

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
TOTAL COST									
	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m	\$m
<b>Total labour costs</b>	<b>72 640</b>	<b>52 557</b>	<b>30 105</b>	<b>13 873</b>	<b>16 704</b>	<b>4 077</b>	<b>2 085</b>	<b>4 749</b>	<b>196 791</b>
Earnings	64 032	46 112	26 712	12 234	15 079	3 617	1 899	4 293	173 977
Other labour costs	8 608	6 446	3 394	1 639	1 625	460	185	456	22 814
Superannuation	3 967	2 972	1 959	795	741	221	67	268	10 990
Payroll tax	2 773	1 976	864	439	462	129	69	81	6 793
Workers' compensation	1 247	1 085	403	338	308	96	31	81	3 590
Fringe benefits tax	621	413	168	67	114	14	17	26	1 441
COST PER EMPLOYEE									
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Total labour costs</b>	<b>34 396</b>	<b>33 412</b>	<b>29 826</b>	<b>31 141</b>	<b>31 313</b>	<b>29 311</b>	<b>32 551</b>	<b>36 082</b>	<b>32 755</b>
Earnings	30 320	29 314	26 464	27 461	28 267	26 004	29 656	32 615	28 958
Other labour costs	4 076	4 098	3 362	3 679	3 047	3 307	2 896	3 467	3 797
Superannuation	1 878	1 889	1 941	1 786	1 389	1 585	1 048	2 033	1 829
Payroll tax	1 313	1 256	856	986	866	928	1 085	616	1 131
Workers' compensation	591	690	399	758	577	692	490	618	598
Fringe benefits tax	294	263	166	149	215	100	272	201	240

Source: *Labour Costs, Australia* (Cat. no. 6348.0).

### AWARD RATES OF PAY INDEXES

Award rates of pay indexes are based on rates of pay fixed by law, formalised agreement or arbitration. Unlike the statistics of earnings which show the actual levels and movements over time for industries, full-time and part-time males and females, the indexes of weekly and hourly rates of pay are designed to measure only the relative changes in award rates for full-time adult males and females.

Indexes of weekly and hourly award rates of pay cover all full-time adult employees whose rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. This series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. Wage variations from formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the indexes. The \$8 'safety net' rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions are reflected in the indexes for all employees covered by awards whose application for a wage rise is ratified by the appropriate federal or State arbitration authorities. The award rates of pay indexes ceased with the release of the June 1997 issue of *Award Rates of Pay, Australia* (6312.0).

AWARD RATES OF PAY INDEXES *continued*

Over the 12 months to December 1996, the weekly award rates of pay indexes rose by 1.6% for full-time adult employees. The largest movements over the period occurred in the Public administration and defence industry (2.5%), and the Recreation, personal and other services industry (2.4%) while Communication showed only a 0.1% increase. In occupation groups, the largest increases recorded were for Professionals (2.1%), Clerks, and Salespersons and personal service workers (both 1.7%), while the lowest (1.2%) was for Para-professionals.

**6.12** AWARD RATES OF PAY INDEXES, FULL-TIME ADULT EMPLOYEES(a)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1995						
September	144.2	147.8	145.3	145.6	150.3	147.0
December	144.5	148.2	145.6	145.8	150.6	147.3
1996						
March	145.0	149.1	146.3	146.4	151.6	148.0
June	145.8	150.1	147.1	147.2	152.7	148.9
September	146.2	150.4	147.5	147.6	153.0	149.2
December	146.6	151.1	148.0	148.0	153.8	149.8

(a) Base: June 1985=100.0. Figures in this table are subject to revision. Revised figures are available on request.

Source: *Award Rates of Pay Indexes, Australia* (Cat. no. 6312.0).

**6.13** WEEKLY AWARD RATES OF PAY INDEXES, FULL-TIME ADULT EMPLOYEES(a), DECEMBER

	Males			Females			Persons		
	1994	1995	1996	1994	1995	1996	1994	1995	1996
<b>Total</b>	<b>142.0</b>	<b>144.5</b>	<b>146.6</b>	<b>145.1</b>	<b>148.2</b>	<b>151.1</b>	<b>143.0</b>	<b>145.6</b>	<b>148.0</b>
<b>Industry(b)</b>									
Mining	144.1	145.9	147.2	n.a.	n.a.	n.a.	143.9	145.6	146.9
Manufacturing	144.2	146.7	148.8	148.4	151.8	154.0	145.1	147.8	149.9
Electricity, gas and water	135.8	137.5	138.2	n.a.	n.a.	n.a.	135.8	137.5	138.2
Construction	140.2	143.1	145.5	n.a.	n.a.	n.a.	140.3	143.3	145.8
Wholesale and retail trade	148.9	151.8	154.1	147.4	150.5	152.8	148.4	151.3	153.7
Transport and storage	138.7	139.7	142.7	139.2	140.9	146.1	138.7	139.9	143.1
Communication	134.9	134.9	134.9	138.6	138.6	139.0	135.7	135.7	135.8
Finance, property and business services	140.0	142.6	143.8	140.4	143.3	144.5	140.2	143.0	144.2
Public administration and defence	140.0	144.1	147.3	142.9	149.1	154.3	140.7	145.3	149.0
Community services	141.2	143.4	145.9	145.9	148.4	151.9	143.7	146.0	149.0
Recreation, personal and other services	144.9	149.0	152.2	147.6	152.9	157.1	146.1	150.8	154.4
<b>Occupation</b>									
Managers and administrators	138.7	141.3	143.1	144.9	148.1	151.3	139.9	142.7	144.8
Professionals	139.5	141.9	144.4	143.2	145.2	149.1	140.9	143.2	146.2
Para-professionals	140.0	141.8	143.1	152.0	154.8	157.6	143.7	145.7	147.5
Tradespersons	143.0	145.3	147.2	147.2	150.6	153.3	143.4	145.7	147.7
Clerks	139.8	142.9	145.4	142.5	145.7	148.2	141.3	144.5	147.0
Salespersons and personal service workers	145.4	148.3	150.3	148.7	151.9	155.1	147.0	150.1	152.6
Plant and machine operators and drivers	143.3	145.5	148.0	153.5	157.4	159.7	144.8	147.3	149.7
Labourers and related workers	143.0	145.4	147.5	143.3	146.2	149.4	143.1	145.6	148.0

(a) Base: June 1985=100.0. Figures in this table are subject to revision. Revised figures are available on request.

(b) Classified according to the Australian Standard Industrial Classification (ASIC).

Source: *Award Rates of Pay Indexes, Australia* (Cat. no. 6312.0).

## LIST OF REFERENCES

ABS publications and standard data services

*Award Rates of Pay Indexes, Australia* (Cat. no. 6312.0)  
— discontinued

*Average Weekly Earnings, States and Australia* (Cat. no. 6302.0)  
— issued quarterly

*Consumer Price Indexes, Australia* (Cat. no. 6401.0) — issued quarterly

*Employee Earnings and Hours, Australia* (Cat. no. 6306.0) — issued  
biennially

*Labour Costs, Australia* (Cat. no. 6348.0) — issued irregularly

*Weekly Earnings of Employees (Distribution), Australia*  
(Cat. no. 6310.0) — issued irregularly

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## INTRODUCTION

The ABS monthly Labour Force Survey provides the principal source of information about average and aggregate weekly hours worked by employed persons. Hours worked data from this survey are available for the same demographic characteristics and classifications as employed persons. In this chapter, information on weekly hours worked is provided by sex and industry.

In addition to the statistics on hours worked collected in the Labour Force Survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter also.

## HOURS OF WORK

In August 1996, the number of hours worked in the reference week was 296.3 million. In this month, there were 8,319,700 employed persons, who worked on average 35.6 hours each. Over the past five years, average weekly hours worked increased only slightly, from 35.3 hours to 35.6 hours each, although average weekly hours worked by males increased from 39.7 to 40.3.

In August 1996, average weekly hours worked were highest for the Mining industry, at 42.0 hours, and were lowest for the Health and Community Services industry, at 30.8 hours.

### 7.1 HOURS WORKED BY EMPLOYED PERSONS, AUGUST 1996

<i>Weekly hours</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
NUMBER EMPLOYED ('000)			
1	215.1	167.4	382.5
1-15	310.4	684.8	995.2
16-29	320.3	684.3	1 004.6
30-34	290.5	329.1	619.7
35-39	702.6	598.5	1 301.1
40	871.2	482.5	1 353.7
41-44	248.1	137.3	385.4
45-48	474.5	192.2	666.6
49 and over	1 297.7	313.2	1 610.8
<b>Total employed</b>	<b>4 730.3</b>	<b>3 589.4</b>	<b>8 319.7</b>
AGGREGATE WEEKLY HOURS WORKED (millions)			
Full-time workers	181.9	105.9	263.1
Part-time workers	8.5	24.7	33.2
<b>Total</b>	<b>190.4</b>	<b>81.2</b>	<b>296.3</b>
AVERAGE WEEKLY HOURS WORKED (hours)			
Full-time workers	43.6	39.4	42.0
Part-time workers	15.3	16.5	16.3
<b>Total</b>	<b>40.3</b>	<b>29.5</b>	<b>35.6</b>

Source: Labour Force, Australia (Cat. no. 6203.0).



## 7.2 AVERAGE WEEKLY HOURS WORKED, INDUSTRY, AUGUST

	1991	1992	1993	1994	1995	1996
<i>Industry</i>	hours	hours	hours	hours	hours	hours
MALES						
Agriculture, forestry and fishing	47.4	46.3	47.4	48.0	45.8	46.3
Mining	40.6	41.6	43.2	44.9	44.5	43.3
Manufacturing	39.4	40.5	40.5	41.8	41.4	40.8
Electricity, gas and water supply	36.4	36.0	37.0	38.0	38.5	38.2
Construction	38.5	38.5	40.4	41.6	41.0	40.1
Wholesale trade	41.8	41.7	42.8	43.2	43.0	41.2
Retail trade	39.2	39.0	39.2	39.8	39.0	37.8
Accommodation, cafes and restaurants	37.7	39.2	38.8	37.4	39.9	39.1
Transport and storage	41.0	41.0	41.9	42.0	42.4	42.3
Communication services	36.0	36.3	37.2	39.9	38.7	38.2
Finance and insurance	39.0	39.8	40.3	41.6	42.9	42.2
Property and business services	41.2	42.1	42.8	43.3	42.9	41.8
Government administration and defence	35.4	37.0	36.5	37.8	37.0	36.5
Education	38.3	38.8	39.6	39.6	38.1	38.8
Health and community services	40.2	39.4	38.4	39.2	38.7	38.5
Cultural and recreational services	37.7	36.4	38.3	36.5	35.9	35.7
Personal and other services	36.9	36.2	36.6	38.3	37.3	37.5
<i>Total employed</i>	39.7	40.0	40.6	41.3	40.9	40.3
FEMALES						
Agriculture, forestry and fishing	29.8	27.8	31.2	30.6	29.1	29.3
Mining	39.5	32.1	32.9	39.0	36.5	34.6
Manufacturing	32.1	33.4	33.3	32.7	32.5	32.9
Electricity, gas and water supply	33.6	33.0	32.0	36.9	35.3	33.0
Construction	19.9	20.3	21.1	22.6	21.0	21.9
Wholesale trade	30.4	30.7	32.2	32.7	32.9	32.4
Retail trade	26.2	26.1	25.4	26.1	25.6	25.3
Accommodation, cafes and restaurants	27.4	26.6	27.2	27.2	27.3	28.7
Transport and storage	30.9	31.6	31.4	31.6	32.4	32.9
Communication services	30.4	32.4	31.5	32.9	30.7	29.9
Finance and insurance	32.0	30.9	30.6	32.3	32.4	32.5
Property and business services	30.8	30.0	29.8	31.0	31.0	31.2
Government administration and defence	30.5	31.1	30.8	32.4	31.6	31.3
Education	30.5	30.8	31.7	31.1	32.2	31.5
Health and community services	28.8	28.5	28.6	28.7	28.6	28.5
Cultural and recreational services	25.6	25.7	29.4	27.1	28.0	26.7
Personal and other services	29.0	28.8	29.2	29.1	30.3	30.6
<i>Total employed</i>	29.2	29.0	29.3	29.6	29.6	29.5
PERSONS						
Agriculture, forestry and fishing	42.2	40.8	42.6	42.8	40.6	41.1
Mining	40.5	40.7	42.4	44.3	43.6	42.0
Manufacturing	37.4	38.6	38.6	39.4	39.1	38.7
Electricity, gas and water supply	36.0	35.5	36.4	37.8	38.0	37.3
Construction	36.2	36.1	37.6	39.0	38.2	37.7
Wholesale trade	38.2	38.3	39.4	40.1	39.7	38.4
Retail trade	32.5	32.2	32.1	32.8	32.1	31.5
Accommodation, cafes and restaurants	31.9	32.2	32.1	31.6	32.8	33.3
Transport and storage	39.0	39.1	39.8	39.7	40.4	40.2
Communication services	34.4	35.1	35.5	37.7	36.3	35.5
Finance and insurance	35.2	35.0	35.1	36.3	36.9	36.7
Property and business services	36.7	36.7	37.2	37.8	37.4	37.0
Government administration and defence	33.3	34.8	34.1	35.6	34.9	34.3
Education	33.3	33.6	34.4	34.1	34.2	34.0
Health and community services	31.7	31.3	30.9	31.2	31.0	30.8
Cultural and recreational services	31.6	31.3	34.0	31.7	32.2	31.3
Personal and other services	32.9	32.2	32.8	33.9	33.8	34.1
<b>Total employed</b>	<b>35.3</b>	<b>35.3</b>	<b>35.8</b>	<b>36.4</b>	<b>36.0</b>	<b>35.6</b>

Source: Labour Force, Australia (Cat. no. 6203.0).

## OVERTIME

Average weekly overtime hours per employee fell by 4.2% from 1.19 hours in May 1995 to 1.14 hours in May 1996.

Average weekly overtime hours worked by persons working overtime was 7.30 hours in May 1996, 2.0% higher than in May 1995 (7.16 hours).

The percentage of employed persons who worked overtime was 15.6% in May 1996, 6.0% lower than in May 1995 (16.6%).

### 7.3 AVERAGE WEEKLY OVERTIME HOURS PAID FOR, MAY

Industry	1994	1995	1996
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE (hours)			
Mining	4.51	4.59	4.19
Manufacturing	3.07	2.77	2.63
Electricity, gas and water	1.96	2.12	2.22
Construction	3.38	2.66	2.96
Wholesale trade	1.59	0.96	1.10
Retail trade	0.62	0.55	0.51
Accommodation, cafes and restaurants	0.18	0.21	0.24
Transport and storage	2.60	2.93	2.94
Communication services	2.15	2.58	1.83
Finance and insurance	0.54	0.51	0.45
Property and business services	0.73	0.66	0.63
Government administration and defence(a)	0.87	0.71	0.80
Education	0.13	0.13	0.13
Health and community services	0.46	0.45	0.46
Cultural and recreational services	*0.46	0.58	0.49
Personal and other services	0.67	1.24	1.01
All industries	1.30	1.19	1.14
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME (hours)			
Mining	10.66	11.55	12.10
Manufacturing	8.68	8.28	8.22
Electricity, gas and water	7.79	7.61	8.02
Construction	11.31	10.24	10.64
Wholesale trade	6.68	6.53	6.42
Retail trade	4.93	5.04	5.32
Accommodation, cafes and restaurants	3.97	4.74	4.18
Transport and storage	7.41	8.05	8.86
Communication services	6.81	7.65	5.06
Finance and insurance	4.06	3.01	3.61
Property and business services	7.28	5.77	6.93
Government administration and defence(a)	5.71	5.09	5.23
Education	6.38	6.06	5.46
Health and community services	5.00	5.51	5.94
Cultural and recreational services	5.50	6.68	6.68
Personal and other services	5.31	6.97	6.44
All industries	7.33	7.16	7.30

(a) Excludes permanent defence forces.

...continued

**7.3**AVERAGE WEEKLY OVERTIME HOURS PAID FOR, MAY — *continued*

Industry	1994	1995	1996
PERCENTAGE OF EMPLOYEES WORKING OVERTIME (%)			
Manufacturing	35.44	33.43	31.98
Mining	42.29	39.77	34.60
Electricity, gas and water	25.12	27.84	27.62
Construction	29.85	25.95	27.87
Wholesale trade	23.80	14.75	17.14
Retail trade	12.53	10.89	9.60
Accommodation, cafes and restaurants	4.46	4.48	5.77
Transport and storage	35.09	36.37	33.23
Communication services	31.62	33.73	36.22
Finance and insurance	13.43	17.03	12.39
Property and business services	10.05	*11.48	9.10
Government administration and defence(a)	15.19	13.93	15.26
Education	1.97	2.18	2.30
Health and community services	9.16	8.21	7.74
Cultural and recreational services	*8.38	8.64	7.33
Personal and other services	12.69	17.72	15.62
<i>All industries</i>	17.68	16.61	15.60

(a) Excludes permanent defence forces.

Source: *Job Vacancies and Overtime, Australia* (Cat. no. 6354.0).

## LIST OF REFERENCES

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*Job Vacancies and Overtime, Australia* (Cat no. 6354.0) — issued quarterly*Labour Force, Australia* (Cat no. 6203.0) — issued monthly

## CHAPTER 8

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## INTRODUCTION

Industrial disputes statistics relate to disputes which involved stoppages of work of ten working days or more at the establishment where the stoppages occurred. They include unauthorised stopwork meetings, unofficial strikes, political or protest strikes, general strikes and lockouts. Work-to-rules, go-slows, overtime bans and sit-ins are excluded.

Trade union members statistics are derived from a survey conducted as a supplement to the monthly Labour Force Survey. They relate only to trade union membership in the person's main job. These statistics are generally lower than those obtained from trade unions and employee associations for a number of reasons, including the following: they relate only to the respondent's main job; they relate only to persons who were employees in their main job in the survey reference week; and persons belonging to more than one union are counted only once.

Trade union statistics have been compiled from questionnaires completed by individual trade unions and employee associations. Trade unions are organisations consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for their members. The numbers of trade unions vary from year to year as a result of various factors including: amalgamations of unions, deregistration of unions, unions ceasing to operate, new unions being formed and existing organisations changing their status.

## INDUSTRIAL DISPUTES

The statistics of industrial disputes are compiled primarily through data obtained from employers (both private and public sector), trade unions and reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Particulars of some stoppages (e.g. State or Australia-wide general strikes), may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

There were 543 disputes reported in 1996, involving 577,700 employees and 928,500 working days lost. This represented a 15.5% decrease on the number of disputes reported in 1995 (643) and was the lowest number of disputes reported for a calendar year since 1940.

The number of employees involved in disputes during 1996 increased by 233,400 (67.8%) over the preceding 12 months. The number of working days lost increased by 380,900 (69.6%) over the same period. This was the second consecutive annual increase following a low of 265,100 employees involved in disputes, and 501,600 working days lost reported in 1994.

## 8.1 INDUSTRIAL DISPUTES WHICH OCCURRED

	1991	1992	1993	1994	1995	1996
Disputes (no.)						
Commenced during period	1 032	726	607	556	635	539
<i>Total</i>	1 036	728	610	560	643	543
Employees involved ('000)						
Directly						
Newly involved(a)	1 173.5	867.6	482.4	261.0	332.2	575.5
<i>Total</i>	1 176.2	867.8	482.7	262.7	341.0	577.4
Indirectly						
Newly involved(a)	5.4	3.8	6.8	2.4	3.2	0.3
<i>Total</i>	5.4	3.8	6.8	2.4	3.2	0.3
Total						
Newly involved(a)	1 178.9	871.3	489.2	263.4	335.4	575.9
<b>Total</b>	<b>1 181.6</b>	<b>871.5</b>	<b>489.6</b>	<b>265.1</b>	<b>344.3</b>	<b>577.7</b>
<b>Total working days lost ('000)</b>	1 610.6	941.2	635.8	501.6	547.6	928.5
<b>Working days lost per thousand employees (no.)</b>	248	147	100	76	79	131

(a) Comprises employees involved in disputes that commenced during the year and employees newly involved in disputes that continued from the previous year.

Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

Employees involved in disputes and working days lost increased in all States during 1996 except Western Australia, which recorded decreases of 64% and 53% respectively. New South Wales recorded the largest absolute increase in employees involved with a rise of 125,000 (163%) to 201,500 in 1996. The highest absolute increase in working days lost, of 264,300 (233%), also occurred in New South Wales over the same period. Disputes in New South Wales accounted for 41% of working days lost in Australia.

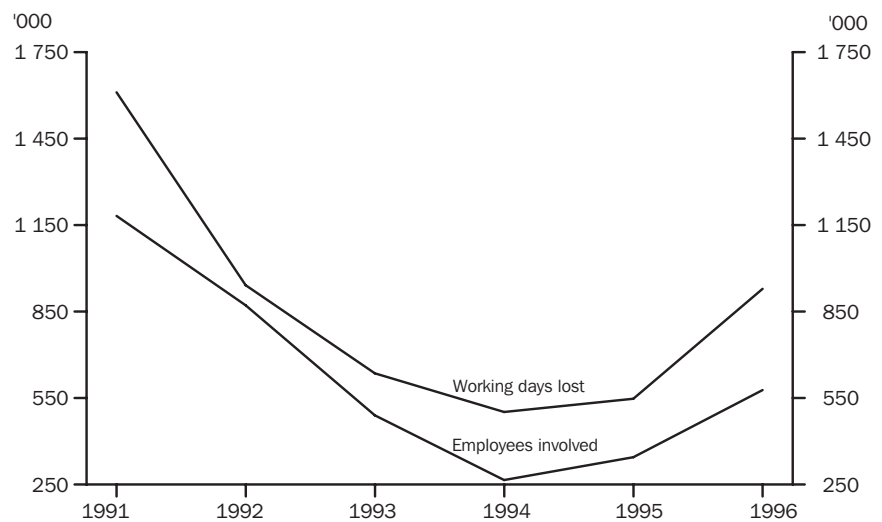
Working days lost per thousand employees increased from 79 in 1995 to 131 in 1996, the highest rate since 1992 (147). Within industries, the highest number of working days lost per thousand employees occurred in the Coal mining industry (7,171), followed by Construction (892). In the Coal mining industry, Queensland recorded 13,907 working days lost per thousand employees. In the Construction industry, working days lost per thousand employees was relatively high in the Australian Capital Territory (2,023), Queensland (1,439) and Victoria (1,151).

## 8.2 INDUSTRIAL DISPUTES



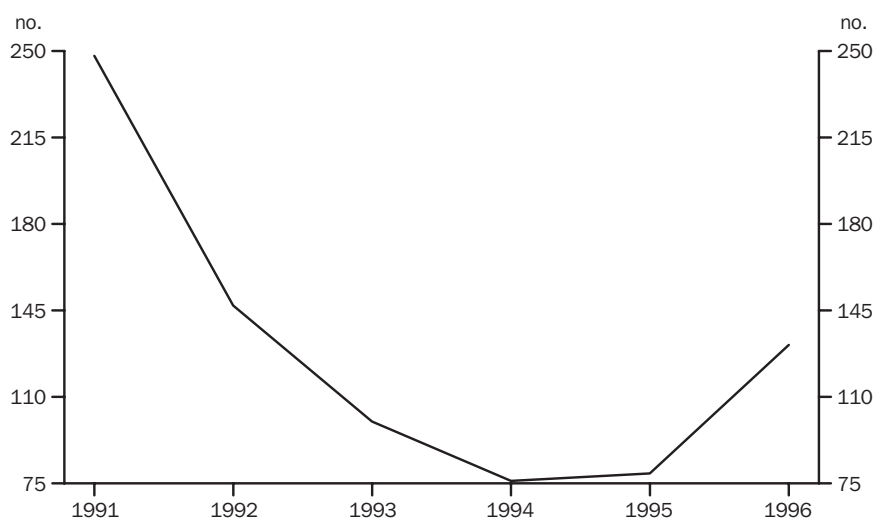
Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

## 8.3 WORKING DAYS LOST, EMPLOYEES INVOLVED



Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

## 8.4 WORKING DAYS LOST PER THOUSAND EMPLOYEES



Source: Industrial Disputes, Australia (Cat. no. 6322.0).

## 8.5 WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRY

Industry	1994	1995	1996
Mining			
Coal	5 964	4 660	7 171
Other	323	1 359	73
Manufacturing			
Metal product; machinery and equipment	117	142	146
Other	123	160	70
Construction	59	115	892
Transport and storage; Communication services	137	84	43
Education; Health and community services	63	57	187
Other industries(a)	16	12	17
<b>All industries</b>	<b>76</b>	<b>79</b>	<b>131</b>

(a) Comprises: Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

Source: Industrial Disputes, Australia (Cat. no. 6322.0).

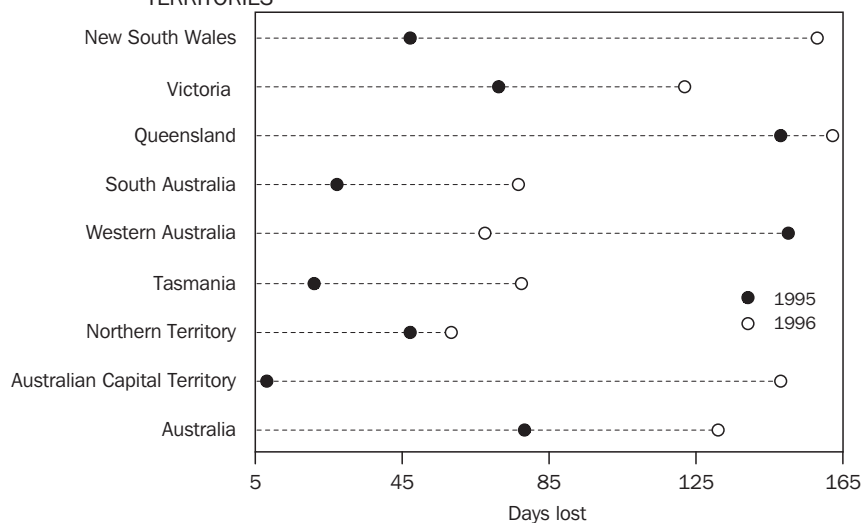
## 8.6 WORKING DAYS LOST, PER THOUSAND EMPLOYEES, STATES AND TERRITORIES

	1991	1992	1993	1994	1995	1996
<i>State or Territory</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>
New South Wales	494	80	83	99	48	158
Victoria	123	359	157	52	72	122
Queensland	101	61	117	115	148	162
South Australia	111	24	50	35	28	77
Western Australia	196	89	48	42	150	68
Tasmania	27	271	28	29	22	78
Northern Territory	47	38	31	103	48	59
Australian Capital Territory	18	21	75	8	9	148
<b>Australia</b>	<b>248</b>	<b>147</b>	<b>100</b>	<b>76</b>	<b>79</b>	<b>131</b>

Source: Industrial Disputes (Cat. no. 6322.0).



## 8.7 WORKING DAYS LOST PER THOUSAND EMPLOYEES, STATES AND TERRITORIES



Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

### TRADE UNION MEMBERS

In August 1996, 31.1% of Australia's 7,062,100 employees aged 15 years and over were trade union members, in connection with their main job.

The proportion of employees who were trade union members in connection with their main job has been steadily declining since August 1986. Between August 1986 and August 1996, the level of trade union membership reported by employees declined by almost one-third (14.5 percentage points).

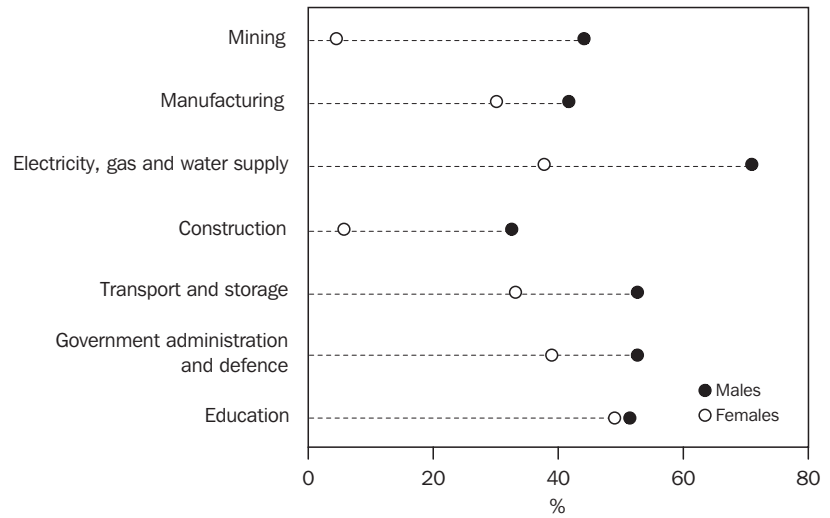
In August 1996, the proportion of trade union membership was lowest for those employees aged 15–19 and 65 and over (18.5% and 14.1% respectively). Employees aged 55–59 years had the highest rate of trade union membership (38.6%).

Trade union membership in the public sector decreased from 66.8% in 1990 to 55.4% in 1996. For private sector employees the rate declined from 30.8% in 1990 to 24.0% in 1996.

Some 34.5% of full-time employees and 21.6% of part-time employees were trade union members. Male full-time employees reported slightly higher rates of trade union membership (35.9%) than female full-time employees (32.0%). This pattern was reversed for part-time employees (23.0% for females, 18.0% for males).

## 8.8

### TRADE UNION MEMBERSHIP, SELECTED INDUSTRIES, AUGUST 1996



Source: *Trade Union Members, Australia* (Cat. no. 6325.0).

## 8.9

## SELECTED CHARACTERISTICS OF TRADE UNION MEMBERS(a), AUGUST

	1992		1994		1996		
	'000	%	'000	%	'000	%	Total employees
<b>State or Territory of usual residence</b>							
New South Wales	818.3	37.9	783.1	35.6	731.9	30.7	2 383.6
Victoria	672.2	41.4	573.3	34.7	576.9	31.9	1 808.1
Queensland	409.7	38.1	395.9	34.3	395.4	31.4	1 258.7
South Australia	225.6	44.3	215.7	41.4	188.3	35.1	536.7
Western Australia	226.3	37.0	177.8	27.9	174.2	25.0	697.5
Tasmania	78.4	50.5	67.0	42.9	64.3	39.3	163.4
Northern Territory	23.7	36.5	19.9	29.7	17.0	22.5	75.6
Australian Capital Territory	54.6	39.8	50.6	36.7	46.3	33.4	138.5
<b>Age group (years)</b>							
15-19	114.5	22.6	100.1	19.3	103.2	18.5	559.3
20-24	290.0	31.5	252.9	26.7	232.3	24.0	966.3
25-34	692.1	40.5	601.4	34.4	549.0	29.5	1 862.8
35-44	705.4	43.0	670.6	40.5	637.6	35.9	1 774.4
45-54	518.2	46.5	484.3	40.2	492.0	36.1	1 364.5
55-59	126.0	45.7	122.8	42.9	130.9	38.6	339.6
60-64	58.1	44.9	48.2	39.1	42.1	29.2	144.0
65 and over	4.6	12.7	*3.1	*8.1	7.3	14.1	51.3
<b>Birthplace</b>							
Born in Australia	1 863.7	38.9	1 722.1	34.7	1 660.4	31.0	5 353.9
Born outside Australia	645.1	41.6	561.3	35.8	533.9	31.3	1 708.2
Main English speaking countries	267.4	38.2	241.0	33.5	216.6	28.6	756.5
Other countries	377.8	44.4	320.3	37.7	317.3	33.3	951.7
<b>Sector</b>							
Public	1 151.5	67.1	1 006.1	62.3	883.6	55.4	1 594.8
Private	1 357.3	29.4	1 227.2	26.0	1 310.7	24.0	5 467.3
<b>Permanent/casual</b>							
Permanent	2 265.1	46.0	2 056.2	41.3	1 953.5	37.4	5 220.9
Casual	243.7	17.2	227.2	14.7	240.8	13.1	1 841.2
<b>Full-time/part-time employee in main job</b>							
Full-time	2 113.7	44.3	1 904.7	39.1	1 783.1	34.5	5 162.6
Part-time	395.1	25.2	378.7	22.9	411.2	21.6	1 899.6
<b>All trade union members</b>							
Males	1 536.1	43.4	1 375.8	37.9	1 307.5	33.5	3 903.3
Females	972.7	34.8	907.5	31.3	886.8	28.1	3 158.8
<b>Persons</b>	<b>2 508.8</b>	<b>39.6</b>	<b>2 283.4</b>	<b>35.0</b>	<b>2 194.3</b>	<b>31.1</b>	<b>7 062.1</b>

(a) Total used to calculate the proportion includes a small number of persons who did not know their membership status.

Source: Trade Union Members, Australia (Cat. no. 6325.0).

## TRADE UNION STATISTICS

There were 132 trade unions recorded at June 1996, a decline of 10 since 1995. Amalgamations were the main cause for the reduction, with seven unions merging to form three larger unions in the period. Over the past decade, the number of unions has declined steadily from 1986 when 326 were recorded. The most significant decreases have occurred since 1991 when 275 unions were recorded.

At 30 June 1996, the majority of unions (63%) operated in one State or Territory and represented 14% of total union membership. In comparison, 34 (26%) unions operated in six or more States and/or Territories and accounted for 84% of total union membership.

In 1996, the number of unions with less than 1,000 members constituted 47% of all unions and accounted for 0.7% of total union membership. In comparison, the number of unions (9%) with membership of 100,000 and over accounted for 71% of total union membership.

### 8.10 NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, JUNE

<i>States/Territories of operation</i>	1991	1992	1993	1994	1995	1996
UNIONS (no.)						
One	156	134	122	104	94	83
Two	9	5	5	3	4	n.p.
Three	3	3	2	2	1	n.p.
Four	16	9	5	3	3	4
Five	12	13	8	7	5	5
Six or more	79	63	46	38	35	34
<b>Total</b>	<b>275</b>	<b>227</b>	<b>188</b>	<b>157</b>	<b>142</b>	<b>132</b>
MEMBERS(a) ('000)						
One	578.6	466.1	488.7	438.8	420.3	385.1
Two	22.9	13.6	12.2	7.3	16.0	1.1
Three	4.6	4.4	9.2	3.8	3.0	13.3
Four	140.5	68.1	21.5	10.4	7.6	45.0
Five	132.2	135.0	73.5	18.3	14.7	14.0
Six or more	2 503.9	2 447.9	2 395.1	2 411.6	2 294.8	2 341.9
<b>Total</b>	<b>3 382.6</b>	<b>3 135.1</b>	<b>3 000.1</b>	<b>2 890.2</b>	<b>2 756.3</b>	<b>2 800.5</b>

(a) Estimates on trade union membership from the survey (table 8.9) are lower than statistics from this census because the survey focused on employees in their main job. See ABS Cat. no. 6325.0 for more information.

Source: *Trade Union Statistics, Australia* (Cat. no. 6323.0).

## 8.11 NUMBER OF UNIONS AND MEMBERSHIP, SIZE OF UNION

Size of union (number of members)	30 June 1994			30 June 1995			30 June 1996		
	Unions	Members	Cumulative % of total members	Unions	Members	Cumulative % of total members	Unions	Members	Cumulative % of total members
	no.	'000	%	no.	'000	%	no.	'000	%
Under 100	26	1.0	—	22	0.8	—	21	0.8	—
100–249	21	3.6	0.2	14	2.5	0.1	12	2.1	0.1
250–499	10	3.7	0.3	16	5.8	0.3	18	6.8	0.3
500–999	19	13.4	0.8	17	13.1	0.8	11	8.6	0.6
1 000–1 999	15	20.0	1.4	12	16.6	1.4	14	19.7	1.3
2 000–2 999	11	27.7	2.4	11	26.8	2.4	10	25.1	2.2
3 000–4 999	7	28.3	3.4	10	40.7	3.9	6	25.2	3.1
5 000–9 999	11	75.3	6.0	6	44.5	5.5	6	46.0	4.7
10 000–19 999	9	124.9	10.3	10	142.7	10.6	10	143.1	9.8
20 000–29 999	4	89.4	13.4	3	75.8	13.4	2	49.4	11.6
30 000–39 999	4	143.8	18.4	5	182.5	20.0	5	176.8	17.9
40 000–49 999	3	127.3	22.8	1	46.6	21.7	2	88.2	21.1
50 000–79 999	4	283.8	32.6	3	194.6	28.8	3	214.4	28.1
80 000–99 999	—	—	32.6	1	96.9	32.3	—	—	28.1
100 000 and over	13	1 948.0	100.0	11	1 866.6	100.0	12	1 994.1	100.0
<b>Total</b>	<b>157</b>	<b>2 890.2</b>	<b>..</b>	<b>142</b>	<b>2 756.3</b>	<b>..</b>	<b>132</b>	<b>2 800.5</b>	<b>..</b>

Source: Trade Union Statistics, Australia (Cat. no. 6323.0).

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*Trade Union Members, Australia* (Cat. no. 6325.0) — latest issue,  
August 1996

*Trade Union Statistics, Australia* (Cat. no. 6323.0) — latest issue,  
June 1996

## CHAPTER 9

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## INTRODUCTION

Estimates of the educational attainment, attendance, and unmet demand for places at educational institutions, of persons aged 15 to 64 years are available from the Transition from Education to Work survey (see ABS Cat. no. 6227.0). This annual survey is conducted in May, and is used to track the labour market experiences of persons who have completed studying. In addition, it contains some information on apprentices. The Participation in Education survey (see ABS Cat. no. 6272.0), is conducted in September each year. This survey profiles the participation in education of 15 to 24 year olds, the peak ages for attendance at post-school educational institutions.

Estimates of expenditure by employers on the structured training of their employees are provided by the Training Expenditure Survey (see ABS Cat. no. 6353.0). The survey also provides estimates of the paid time employees spend receiving structured training. Industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the Survey of Training and Education 1993 and the Survey of Education and Training 1997 (see ABS Cat. no. 6278.0). The Training Practices Survey (see ABS Cat. no. 6356.0), first conducted in 1994, and again in 1997, provides additional information on how and why employers train employees.

## EDUCATIONAL ATTAINMENT

Of 12,042,100 persons aged 15 to 64 in May 1996, 6,316,200 (52.5%) reported being without post-school qualifications, 5,090,800 (42.2%) reported having a post-school qualification and the remaining 635,200 (5.3%) were still attending school.

Of the 5,090,800 persons with post-school qualifications 1,700,600 (33.4%) had a skilled vocational qualification, 1,092,700 (21.5%) had a bachelor degree, 782,400 (15.4%) had a basic vocational qualification, 727,500 (14.3%) had an associate diploma, 335,000 (6.6%) had an undergraduate diploma, 252,300 (5.0%) had a postgraduate diploma and 200,200 (3.9%) had a higher degree.



EDUCATIONAL ATTAINMENT *continued*

The 6,316,200 persons without post-school qualifications comprise 4,184,300 (66.2%) who had left before completing the highest level of secondary school available, 2,123,600 (33.6%) who had completed the highest level of secondary school available, and a small number who had never attended school.

**9.1**

## PERSONS AGED 15–64, EDUCATIONAL ATTAINMENT, MAY 1996

	15–24	25–34	35–44	45–54	55–64	Total
	'000	'000	'000	'000	'000	'000
MALES						
With post-school qualifications	296.3	762.7	798.9	629.6	357.0	2 844.5
Higher degree	*0.5	22.9	46.5	42.9	16.9	129.8
Postgraduate diploma	*2.5	27.3	42.8	25.3	10.4	108.3
Bachelor degree	59.6	169.7	166.5	109.7	40.4	545.9
Undergraduate diploma	6.0	20.7	33.7	30.1	18.8	109.2
Associate diploma	47.8	107.5	118.8	108.7	59.9	442.6
Skilled vocational qualifications	140.2	385.9	367.1	296.4	198.6	1 388.2
Basic vocational qualifications	39.7	28.8	23.4	16.4	12.1	120.4
Without post-school qualifications(a)	748.2	638.8	567.0	529.7	397.9	2 881.7
Completed highest level of school	427.4	229.4	168.9	125.6	81.2	1 032.5
Did not complete highest level of school	319.8	408.9	397.5	403.7	315.3	1 845.2
Still at school	314.4	*0.3	—	*0.2	—	314.9
<b>Total</b>	<b>1 358.9</b>	<b>1 401.8</b>	<b>1 365.9</b>	<b>1 159.5</b>	<b>754.9</b>	<b>6 041.1</b>
FEMALES						
With post-school qualifications	324.4	652.1	641.7	426.8	201.3	2 246.3
Higher degree	*1.4	16.9	24.5	20.0	7.6	70.4
Postgraduate diploma	8.1	37.6	54.1	29.3	14.9	143.9
Bachelor degree	81.9	172.6	169.6	88.7	33.9	546.8
Undergraduate diploma	17.4	57.2	74.1	49.1	28.1	225.8
Associate diploma	57.7	82.9	66.9	54.1	23.2	284.9
Skilled vocational qualifications	45.3	97.7	64.1	67.6	37.7	312.4
Basic vocational qualifications	112.6	187.2	188.6	117.9	55.8	662.1
Without post-school qualifications(a)	669.3	766.8	749.3	701.4	547.6	3 434.5
Completed highest level of school	423.3	248.0	178.5	137.5	103.9	1 091.1
Did not complete highest level of school	245.4	518.5	569.7	563.5	441.9	2 339.1
Still at school	318.1	*0.9	*0.6	*0.6	*0.1	320.3
<b>Total</b>	<b>1 311.8</b>	<b>1 419.8</b>	<b>1 391.7</b>	<b>1 128.7</b>	<b>749.1</b>	<b>6 001.1</b>
PERSONS						
With post-school qualifications	620.7	1 414.8	1 440.6	1 056.4	558.3	5 090.8
Higher degree	* 1.9	39.8	70.9	63.0	24.5	200.2
Postgraduate diploma	10.7	64.9	96.9	54.5	25.3	252.3
Bachelor degree	141.5	342.3	336.1	198.4	74.3	1 092.7
Undergraduate diploma	23.3	77.8	107.8	79.2	46.9	335.0
Associate diploma	105.4	190.4	185.7	162.9	83.1	727.5
Skilled vocational qualifications	185.5	483.6	431.2	364.1	236.3	1 700.6
Basic vocational qualifications	152.4	216.0	212.0	134.3	67.9	782.4
Without post-school qualifications(a)	1 417.5	1 405.6	1 316.4	1 231.1	945.5	6 316.2
Completed highest level of school	850.7	477.3	347.3	263.1	185.1	2 123.6
Did not complete highest level of school	565.3	927.4	967.2	967.2	757.2	4 184.3
Still at school	632.5	*1.2	*0.6	*0.8	*0.1	635.2
<b>Total</b>	<b>2 670.7</b>	<b>2 821.6</b>	<b>2 757.6</b>	<b>2 288.3</b>	<b>1 504.0</b>	<b>12 042.1</b>

(a) Includes persons who never attended school.

Source: *Transition from Education to Work, Australia* (Cat. no. 6227.0).

## PARTICIPATION IN EDUCATION

While there was a fall of 30,800 in the number of 15 to 24 year olds between September 1994 and September 1996, there was an increase of 44,100 attending an educational institution in that age group for the same period. The participation rate in education of all persons aged 15 to 24 years was 49.4% in 1996, an increase of over two percentage points since 1994 (47.2%).

The greatest increase in participation rates was in the proportion of 20 to 24 year olds attending a tertiary institution. In September 1996, the rate was 26.9% compared to 20.2% in September 1994.

## 9.2

## PARTICIPATION IN EDUCATION, PERSONS AGED 15–24, SEPTEMBER

Age group (years)	Number			Education participation rate		
	1994	1995	1996	1994	1995	1996
	'000	'000	'000	%	%	%
ATTENDING SCHOOL						
15–19	691.2	677.4	689.1	54.5	53.6	54.1
15	237.7	236.6	244.6	95.4	94.5	94.8
16	208.4	208.2	206.8	83.4	83.2	81.6
17	174.3	168.2	175.4	69.3	66.9	69.3
18	62.3	56.0	56.6	24.5	22.0	22.3
19	8.6	8.5	5.6	3.3	3.3	2.2
20–24	5.9	7.4	5.6	*0.4	*0.4	*0.4
20	*2.5	*3.8	*3.2	*1.4	*1.4	*1.2
21	*1.0	*2.0	*0.8	*0.7	*0.7	*0.3
22	*1.6	*0.6	*1.4	*0.2	*0.2	*0.5
23	*0.6	*0.9	*0.2	*0.3	*0.3	*0.1
24	*0.2	*0.1	—	*0.1	*0.1	—
Total	697.1	684.8	694.6	25.9	25.5	26.1
ATTENDING TERTIARY						
15–19	232.4	236.7	246.8	18.3	18.7	19.4
15	*1.1	*1.0	*2.0	*0.4	*0.4	*0.8
16	9.8	*3.6	11.0	3.8	3.9	4.3
17	20.5	25.7	26.4	8.2	10.2	10.4
18	90.5	85.1	93.3	35.6	33.5	36.8
19	110.9	115.1	114.1	42.2	44.6	44.6
20–24	340.4	365.0	372.9	20.2	21.8	26.9
20	106.3	108.5	109.6	39.3	40.7	42.2
21	83.2	83.1	90.0	29.8	30.3	33.5
22	59.0	69.4	76.5	20.2	24.6	27.6
23	51.8	57.0	49.2	17.4	19.4	17.3
24	40.1	47.0	47.3	14.0	15.7	15.9
Total	572.8	601.8	619.4	21.3	22.4	23.3
TOTAL ATTENDING						
15–19	923.7	914.2	935.8	72.9	72.2	73.5
15	238.7	237.5	246.6	95.8	94.9	95.6
16	217.9	218.0	217.7	87.2	87.1	85.9
17	194.9	193.9	201.9	77.4	77.1	79.7
18	152.7	141.1	149.9	60.1	55.5	59.1
19	119.5	123.6	119.7	45.5	47.9	46.8
20–24	346.3	372.5	378.3	20.5	22.2	27.3
20	108.8	112.3	112.8	40.2	42.2	43.4
21	84.2	85.1	90.8	30.2	31.1	33.8
22	60.6	70.0	77.9	20.8	24.8	28.1
23	52.5	57.9	49.4	17.6	19.7	17.4
24	40.3	47.1	47.3	14.1	15.7	15.9
Total	1 270.0	1 286.6	1 314.1	47.2	48.0	49.4

Source: Transition from Education to Work, Australia (Cat no. 6227.0).

## AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS

The increasing complexity of our society and the need for a more flexible and highly educated workforce mean that individuals need to be able to read, comprehend and apply information of varying difficulty from a range of different sources to function effectively at work and in everyday life.

The Survey of Aspects of Literacy (SAL) was designed to measure certain aspects of the literacy and numeracy skills of Australians. The 'literacy and numeracy skills' covered in the survey were 'the information processing skills necessary to use printed material found at work, at home, and in the community'. The survey focussed on 'functional literacy and numeracy' — those skills necessary to understand and use information from material which is printed in English and found in everyday life.

The SAL was conducted in 1996 and covered people aged 15 to 74 across Australia, but excluded those living in remote and sparsely settled areas.

The SAL objectively assessed three types of literacy:

- *Prose literacy* is the ability to understand and use information from various kinds of prose texts, including texts from newspapers, magazines and brochures.
- *Document literacy* is the ability to locate and use information contained in materials such as tables, schedules, charts, graphs and maps.
- *Quantitative literacy* is the ability to perform arithmetic operations using numbers contained in printed texts or documents. This type of literacy clearly has a strong element of numeracy. However, because quantitative literacy relates to the ability to extract and use numbers from printed texts and documents, for the purposes of the SAL it is referred to as a type of literacy.

The degree of difficulty of these materials is affected by factors such as their length, density, structure, and the number of operations to be performed.

AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS *continued*

## Skill levels

The SAL did not define literacy in terms of a basic threshold, above which someone is 'literate' and below which someone is 'illiterate'. Rather, it defined literacy as a continuum for each of the three types of literacy (consistent with international practice, these are also referred to as the prose, document and quantitative scales) denoting how well people used material printed in English. Progression along this continuum was characterised by increased ability to 'process' information, for example to locate, integrate, match and generate information, and to draw correct inferences based on the information being used.

For analytical purposes, the scores on the literacy continuum for each of the three types of literacy were divided into five levels, with Level 1 being the lowest and Level 5 the highest. However, it should be noted that because the tasks used to derive literacy ability vary in difficulty, there is a range of abilities even among people within each level.

Level 1 (lowest) to Level 5 (highest):

- Level 1 — People at this level have very poor skills, and could be expected to experience considerable difficulties in using many of the printed materials that may be encountered in daily life.
- Level 2 — People at this level could be expected to experience some difficulties in using many of the printed materials encountered in daily life.
- Level 3 — This level represents the ability to cope with a varied range of material found in daily life and at work.
- Levels 4 and 5 — People at these levels have good to very good literacy skills. These two levels are usually collapsed for the purposes of analysis as Level 5 is a relatively small group.

## Literacy and labour force status

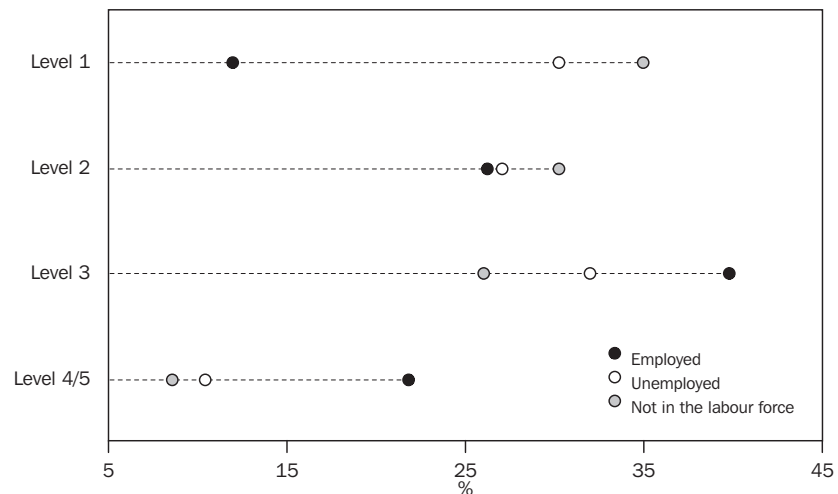
Literacy skills play a major role in the workplace, and hence in our economy. Good literacy skills lead to a more flexible workforce that is better able to meet the demands of a changing society. As stated in the Australian literacy report *No Single Measure*, 'a successful economy needs the solid base of a literate and numerate workforce to be able to respond quickly and confidently to increasingly changing workplace demands' (Wickert and Kevin, 1995). Poor literacy skills may prevent people from readily learning new skills and processes which may in turn lead to higher job turnover, higher production costs and lower productivity.

## AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS *continued*

### Literacy and labour force status *continued*

The distribution of skill level by labour force status was similar across all three literacy scales. The proportion of employed people with prose skills of a high order (Level 4/5) was 22%, double that of unemployed people (11%) and about two and a half times the proportion of those not in the labour force (9%). Over one-third of people not in the labour force had very poor skills, as did 30% of unemployed people. In comparison, 12% of employed people had very poor prose skills.

### 9.3 PROPORTION AT EACH LEVEL — PROSE SCALE(a), MAY–JULY 1996



(a) Persons aged 15–74.

Source: *Aspects of Literacy: Assessed Skill Levels, Australia, 1996* (Cat. no. 4228.0).

### 9.4 SKILL LEVEL, LABOUR FORCE STATUS(a), MAY–JULY 1996

Labour force status	Level 1		Level 2		Level 3		Level 4/5		Total
	'000	%	'000	%	'000	%	'000	%	'000
PROSE SCALE									
Employed	1 045.6	12.1	2 273.6	26.3	3 435.2	39.7	1 898.2	21.9	8 652.6
Unemployed	203.3	30.2	182.4	27.1	215.3	32.0	71.5	10.6	672.6
Not in the labour force	1 358.5	34.9	1 175.9	30.2	1 018.3	26.1	342.8	8.8	3 895.6
<b>Total</b>	<b>2 607.4</b>	<b>19.7</b>	<b>3 631.9</b>	<b>27.5</b>	<b>4 668.9</b>	<b>35.3</b>	<b>2 312.5</b>	<b>17.5</b>	<b>13 220.8</b>
DOCUMENT SCALE									
Employed	970.5	11.2	2 293.9	26.5	3 615.6	41.8	1 772.6	20.5	8 652.6
Unemployed	204.5	30.4	207.6	30.9	188.9	28.1	71.6	10.6	672.6
Not in the labour force	1 405.3	36.1	1 236.8	31.7	969.7	24.9	283.8	7.3	3 895.6
<b>Total</b>	<b>2 580.3</b>	<b>19.5</b>	<b>3 738.3</b>	<b>28.3</b>	<b>4 774.2</b>	<b>36.1</b>	<b>2 128.0</b>	<b>16.1</b>	<b>13 220.8</b>
QUANTITATIVE SCALE									
Employed	950.1	11.0	2 183.6	25.2	3 560.9	41.2	1 958.1	22.6	8 652.6
Unemployed	211.1	31.4	183.9	27.3	198.2	29.5	79.5	11.8	672.6
Not in the labour force	1 370.6	35.2	1 223.4	31.4	1 005.0	25.8	296.6	7.6	3 895.6
<b>Total</b>	<b>2 531.8</b>	<b>19.2</b>	<b>3 590.8</b>	<b>27.2</b>	<b>4 764.0</b>	<b>36.0</b>	<b>2 334.2</b>	<b>17.7</b>	<b>13 220.8</b>

(a) Persons aged 15–74.

Source: *Aspects of Literacy: Assessed Skill Levels, Australia, 1996* (Cat. no. 4228.0).

AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS *continued*

## Employed people

## Age

Across all age groups, smaller proportions of employed people were at Level 1 compared to other labour force categories.

As among the general population, younger employed people generally tended to have better skills than their older counterparts. From the 20 to 24 year age group onwards, there was a steady increase in the proportion at Level 1 in each age category, across all three literacy scales. The pattern for Level 4/5 was less obvious, but for the 55 to 74 age group at least, there was clearly a smaller proportion at this level compared to other age groups (except for 15 to 19 year olds) on all the literacy scales.

Employed people aged 15 to 19 tended to have poorer skills than other age groups up to 44 years. Approximately 13% of this age group were at Level 1 on the prose and quantitative scales, and around 8% were at this level on the document scale, compared, for example, to the 20 to 24 year age group, for which the proportion at Level 1 varied from 6% to 7% depending on the scale. This is also similar to the pattern among the general population, but the difference here is relatively more pronounced.

## Sex

Females tended to have stronger prose skills than males, with 67% of employed females at Level 3 and above compared with 58% of males. The opposite was true for the quantitative scale, where 66% of males were at Level 3 or above compared with 61% of females.

## Full-time/part-time status

On the quantitative scale, 25% of full-time workers were at Level 4/5 compared with 17% of part-time workers. This difference may be due to the fact that nearly three-quarters (74%) of part-time workers were female and, on the quantitative scale, the proportion of females at Level 4/5 was smaller than for males (19% compared with 26% respectively).

## Whether obtained a post-school qualification

More than twice the proportion of employed people who did not hold a post-school qualification were at Level 1 (16% to 17% depending on the scale), compared with those who held such a qualification (6% to 7% depending on the scale). There were also higher proportions at Level 2 among people without a post-school qualification (31% to 32%) compared with those who had obtained a qualification (19% to 22%).

## AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS *continued*

### Whether obtained a post-school qualification *continued*

The proportions at Level 3 were higher for those with a qualification (41% to 45%) compared to those without (38% to 39%), but these differences were relatively small in relation to the differences in proportions at Level 4/5 — more than twice the proportion of qualification holders were at this level (28% to 31% depending on the scale), compared with people without a post-school qualification (13% to 14% depending on the scale).

### Industry

Some 18% of employed people performing at Levels 1 and 2 for prose literacy were in the Manufacturing industry and 18% were in the Retail trade industry.

These results reflect the large number of employed people in these industries and also the traditional entry level requirements of industries. Hence, a small industry such as Electricity, gas and water supply accounts for only a small proportion of the total number of employed persons at Levels 1 and 2, even though within that industry the proportion of people at Levels 1 and 2 was relatively large (43% to 51% depending on the scale).

Also, in industries such as Manufacturing, where there have been large numbers of positions available for people without formal qualifications, the proportion of people performing at Levels 1 and 2 was high (47% to 52% depending on the scale).

Other industries with large proportions at Levels 1 and 2 were Agriculture, forestry and fishing (45% to 51%), and Construction (44% to 55%).

The Education industry had the largest proportion of employed people at Level 4/5, with 50% at this level on the prose scale, 44% at this level on the document scale, and 43% at this level on the quantitative scale. Depending on the scale, this was between 7 and 15 percentage points higher than any other industry.

### Occupation

On all three scales, Professionals had the largest proportion at Level 4/5, with about half at this level (52% on the prose scale, 47% on the document scale and 50% on the quantitative scale). Para-professionals had the second largest proportion at Level 4/5 but the proportions were much smaller than for Professionals, with 28% on the prose and quantitative scales, and 25% on the document scale. Generally, Professionals and Para-professionals also had the smallest proportions at Level 1.



AUSTRALIANS' LITERACY SKILLS AND LABOUR FORCE STATUS *continued*Occupation *continued*

About one in four Labourers and related workers were at Level 1 (25% on the prose and document scales, and 24% on the quantitative scale), and Plant and machine operators and drivers had similar proportions at Level 1 (29% on the prose scale, 25% on the document scale and 22% on the quantitative scale).

Some of these differences may be related to the frequency of literacy activities undertaken in the workplace. Occupations in which relatively large proportions of people performed literacy activities frequently were also those with the largest proportions of people at Level 4/5. Another reason for occupational differences in literacy skills may be the different levels of education required to undertake certain occupations. Over 80% of Professionals had a degree, diploma or postgraduate qualification, compared with 10% of Plant and machine operators and drivers, and 7% of Labourers and related workers. In fact, more than half of those in the latter occupations did not complete the highest level of secondary school available (55% and 51% respectively).

## Unemployed people

## Unemployment rate

The unemployment rate as measured by the SAL varied by more than 10 percentage points across skill levels. For example, on the document scale the unemployment rate for people at Level 1 was 17% and this dropped by more than half (to 8%) for people at Level 2, 5% for those at Level 3, and just 4% for people at Level 4/5.

## Duration of unemployment

The skill level of unemployed people varied with duration of unemployment. Nearly a quarter (24%) of people who had been unemployed for less than one year were at Level 1 but this proportion more than doubled (51%) for those who had been unemployed for two years or more. Document and quantitative scales showed a similar pattern.

# 9.5

## SKILL LEVEL OF EMPLOYED PEOPLE, BY SELECTED CHARACTERISTICS, MAY-JULY 1996

	Level 1		Level 2		Level 3		Level 4/5		Total
	'000	%	'000	%	'000	%	'000	%	'000
PROSE SCALE									
Age									
15-19	88.8	12.6	197.6	28.1	316.7	45.0	100.2	14.2	703.2
20-24	77.8	7.5	260.1	25.0	466.9	44.9	234.4	22.6	1 039.2
25-34	179.1	8.3	573.3	26.7	855.6	39.8	539.0	25.1	2 147.1
35-44	224.3	10.3	493.9	22.6	932.6	42.7	535.2	24.5	2 186.0
45-54	290.1	16.4	479.5	27.0	638.0	36.0	365.0	20.6	1 772.6
55-74	185.4	23.0	269.3	33.5	225.4	28.0	124.4	15.5	804.5
Sex									
Males	702.3	14.5	1 359.9	28.0	1 870.8	38.5	926.9	19.1	4 859.9
Females	343.3	9.1	913.7	24.1	1 564.5	41.2	971.3	25.6	3 792.8
Full-time/part-time status									
Full time	779.3	12.8	1 663.9	27.2	2 381.0	39.0	1 285.4	21.0	6 109.6
Part time	266.3	10.5	609.7	24.0	1 054.2	41.5	612.8	24.1	2 543.1
Educational attainment									
Had a post-school qualification	320.9	7.1	1 003.5	22.3	1 845.3	41.0	1 336.5	29.7	4 506.2
Did not have a post-school qualification	724.7	17.5	1 270.1	30.6	1 589.9	38.3	561.7	13.5	4 146.4
<b>Total employed</b>	<b>1 045.6</b>	<b>12.1</b>	<b>2 273.6</b>	<b>26.3</b>	<b>3 435.2</b>	<b>39.7</b>	<b>1 898.2</b>	<b>21.9</b>	<b>8 652.6</b>
DOCUMENT SCALE									
Age									
15-19	57.5	8.2	242.7	34.5	302.7	43.0	100.3	14.3	703.2
20-24	58.9	5.7	261.9	25.2	490.5	47.2	227.9	21.9	1 039.2
25-34	162.9	7.6	562.2	26.2	932.2	43.4	489.8	22.8	2 147.1
35-44	224.7	10.3	504.8	23.1	934.3	42.7	522.3	23.9	2 186.0
45-54	277.2	15.6	479.8	27.1	676.3	38.2	339.3	19.1	1 772.6
55-74	189.3	23.5	242.4	30.1	279.6	34.8	93.1	11.6	804.5
Sex									
Males	595.6	12.3	1 251.0	25.7	1 985.6	40.9	1 027.6	21.1	4 859.9
Females	374.9	9.9	1 042.9	27.5	1 629.9	43.0	745.0	19.6	3 792.8
Full-time/part-time status									
Full time	685.4	11.2	1 599.6	26.2	2 507.6	41.0	1 317.1	21.6	6 109.6
Part time	285.1	11.2	694.3	27.3	1 108.0	43.6	455.6	17.9	2 543.1
Educational attainment									
Had a post-school qualification	293.5	6.5	952.4	21.1	2 016.1	44.7	1 244.2	27.6	4 506.2
Did not have a post school qualification	677.1	16.3	1 341.5	32.4	1 599.5	38.6	528.4	12.7	4 146.4
<b>Total employed</b>	<b>970.5</b>	<b>11.2</b>	<b>2 293.9</b>	<b>26.5</b>	<b>3 615.6</b>	<b>41.8</b>	<b>1 772.6</b>	<b>20.5</b>	<b>8 652.6</b>
QUANTITATIVE SCALE									
Age									
15-19	89.6	12.7	261.6	37.2	260.9	37.1	91.1	13.0	703.2
20-24	71.9	6.9	278.3	26.8	466.2	44.9	222.8	21.4	1 039.2
25-34	170.6	7.9	490.4	22.8	974.7	45.4	511.3	23.8	2 147.1
35-44	205.9	9.4	484.9	22.2	901.5	41.2	593.6	27.2	2 186.0
45-54	248.7	14.0	433.1	24.4	690.8	39.0	400.1	22.6	1 772.6
55-74	163.3	20.3	235.2	29.2	266.8	33.2	139.2	17.3	804.5
Sex									
Males	541.9	11.2	1 109.3	22.8	1 963.1	40.4	1 245.5	25.6	4 859.9
Females	408.1	10.8	1 074.2	28.3	1 597.8	42.1	712.6	18.8	3 792.8
Full-time/part-time status									
Full time	632.6	10.4	1 473.6	24.1	2 481.6	40.6	1 521.8	24.9	6 109.6
Part time	317.5	12.5	710.0	27.9	1 079.2	42.4	436.3	17.2	2 543.1
Educational attainment									
Had a post-school qualification	275.4	6.1	875.8	19.4	1 979.1	43.9	1 375.9	30.5	4 506.2
Did not have a post-school qualification	674.7	16.3	1 307.8	31.5	1 581.7	38.1	582.2	14.0	4 146.4
<b>Total employed</b>	<b>950.1</b>	<b>11.0</b>	<b>2 183.6</b>	<b>25.2</b>	<b>3 560.9</b>	<b>41.2</b>	<b>1 958.1</b>	<b>22.6</b>	<b>8 652.6</b>

Source: Aspects of Literacy: Assessed Skill Levels, Australia, 1996 (Cat. no. 4228.0).

## STRUCTURED TRAINING EXPENDITURE

## Composition of training expenditure

The provision of training by enterprises is an integral component of investment in human capital.

The largest component of structured training expenditure was the employees' wages and salaries for time spent receiving training. Overall, this accounted for 47% of total training expenditure. This was a marginal increase from 1993, when this component represented 46% of expenditure.

Private sector employers spent almost the same amount on the wages and salaries of their own trainers, as on fees paid to training consultants and institutions (\$32 and \$31 per employee respectively). However, the public sector spent just over twice as much on the wages and salaries of its own trainers (\$77 per employee) as it spent on fees paid to consultants and institutions (\$35).

Average of \$24 per employee was spent on other training expenses. These expenses included training equipment and materials, travel, accommodation and meals, the cost of training rooms and payments made to industry training bodies. This expenditure represented 13% of total training expenditure, and was virtually unchanged from 1993.

## 9.6

## COMPOSITION OF TRAINING EXPENDITURE, SECTOR, JULY TO SEPTEMBER 1996

<i>Components of expenditure</i>	<i>Private \$ per employee</i>	<i>Public \$ per employee</i>	<i>Total \$ per employee</i>
Employees' wages and salaries for time receiving training	74.4	124.7	86.4
Cost of trainers to employers			
Wages and salaries for time providing training	31.9	77.4	42.8
Fees paid to consultants and institutions	31.2	35.1	32.1
Total cost of trainers to employers	63.1	112.5	74.9
Other expenditure(a)	23.4	26.5	24.1
<b>Total training expenditure</b>	<b>161.0</b>	<b>263.8</b>	<b>185.5</b>

(a) Other expenditure includes equipment, travel, accommodation and meals, training rooms, payment to industry training bodies, materials, books, computer based training packages, printing, etc.

Source: *Employer Training Expenditure, Australia* (Cat. no. 6353.0).

Total expenditure on structured training during 1 July to 30 September 1996 by Australian employers was \$1.2 billion. This was an increase of 6.9% from the expenditure reported for the same period in 1993 (\$1.1 billion).

Large organisations (those with 100 or more employees) spent the equivalent of 3.2% of gross wages and salaries on training employees, whereas small employers (less than 20 employees) spent the equivalent of 1.2% of gross wages and salaries. The average expenditure on training per employee, in the period July to September 1996, was \$185. The average hours each employee spent receiving structured training during the three months was 4.9 hours, a decrease from 5.6 hours in 1993.

STRUCTURED TRAINING EXPENDITURE *continued*

In the September quarter 1996, two-thirds of total training expenditure occurred in the private sector (\$779 million) and one-third in the public sector (\$400 million). Although the private sector spent more, the public sector spent a higher proportion of its gross wages and salaries on training (3.2%), and had higher average training expenditure per employee (\$264) than the private sector (2.3% and \$161 respectively).

## 9.7

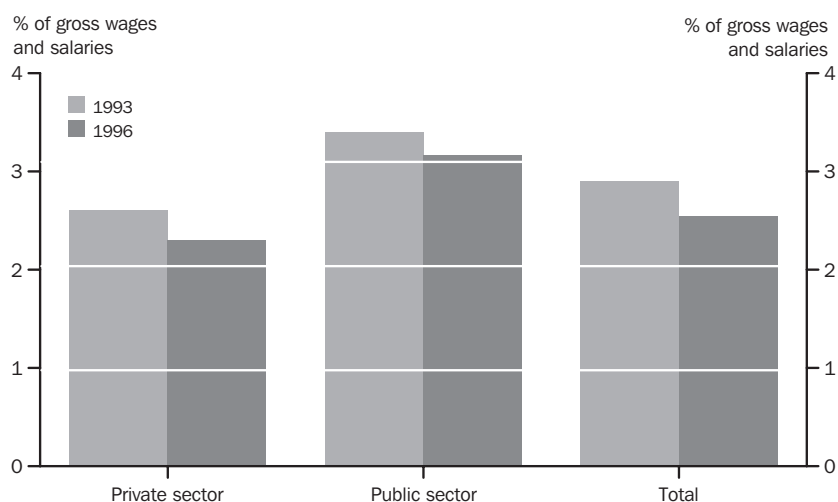
### STRUCTURED TRAINING EXPENDITURE, EMPLOYER SIZE BY SECTOR, JULY TO SEPTEMBER 1996

	1-19 employees	20-99 employees	100 or more employees	Total
PRIVATE				
Total training expenditure (% of gross wages and salaries)	1.2	1.9	3.2	2.3
Average training expenditure per employee (\$)	71.7	131.9	246.9	161.0
Average training hours per employee (hours)	2.4	3.6	6.5	4.5
Employers reporting training expenditure(a) (% of employers)	13.3	49.0	86.5	17.3
Total training expenditure (\$m)	114.5	155.8	508.8	779.1
PUBLIC				
Total training expenditure (% of gross wages and salaries)	*0.8	*2.9	3.2	3.2
Average training expenditure per employee (\$)	*32.4	213.4	268.2	263.8
Average training hours per employee (hours)	*0.9	*6.9	6.4	6.3
Employers reporting training expenditure(a) (% of employers)	*18.4	95.3	98.2	58.5
Total training expenditure (\$m)	*0.5	12.6	386.5	399.6
TOTAL				
Total training expenditure (% of gross wages and salaries)	1.2	1.9	3.2	2.5
Average training expenditure per employee (\$)	71.3	135.8	255.6	185.5
Average training hours per employee (hours)	2.4	3.8	6.5	4.9
Employers reporting training expenditure (% of employers)	13.4	50.5	88.3	17.8
Total training expenditure (\$m)	115.0	168.4	895.4	1 178.8

Source: *Employer Training Expenditure, Australia* (Cat. no. 6353.0).

## 9.8

## STRUCTURED TRAINING EXPENDITURE, JULY TO SEPTEMBER



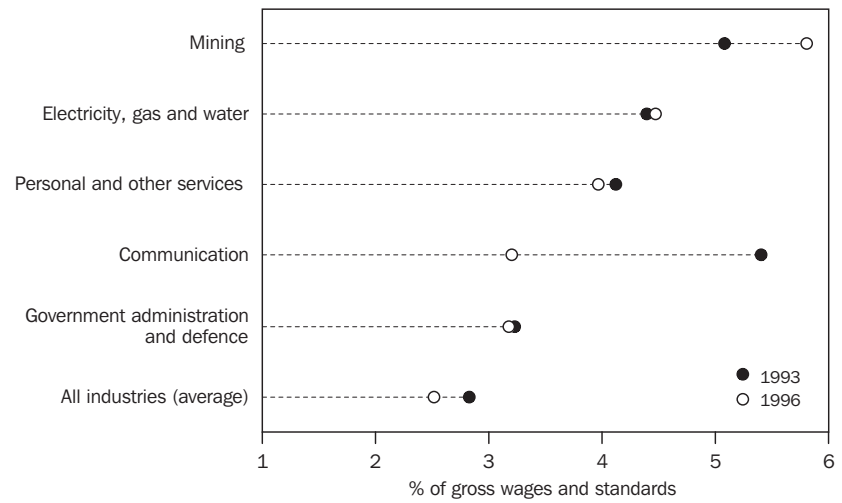
Source: *Employer Training Expenditure, Australia* (Cat. no. 6353.0).

Across all industries, employers spent the equivalent of 2.5% of gross wages and salaries on structured training for their employees. In 1993, the comparable figure was 2.9%. Only three industries reported growth by this measure of training expenditure — Mining; Electricity, gas and water supply; and Education.

The Mining industry, and Electricity, gas and water supply recorded the highest training expenditure (as a percentage equivalent of gross wages and salaries) in the September quarter of 1996. They spent the equivalent of 5.8% and 4.5% of gross wages and salaries on training, respectively. The industries that recorded low levels of spending as a proportion of gross wages and salaries were Accommodation, cafes and restaurants; Construction; and Retail trade.

The Communications services industry recorded the most notable change — spending in this industry fell as a proportion of gross wages and salaries from the equivalent of 5.4% in 1993 to 3.2% in 1996.

## 9.9 INDUSTRIES(a) WITH HIGHEST TRAINING EXPENDITURE IN 1996(b)

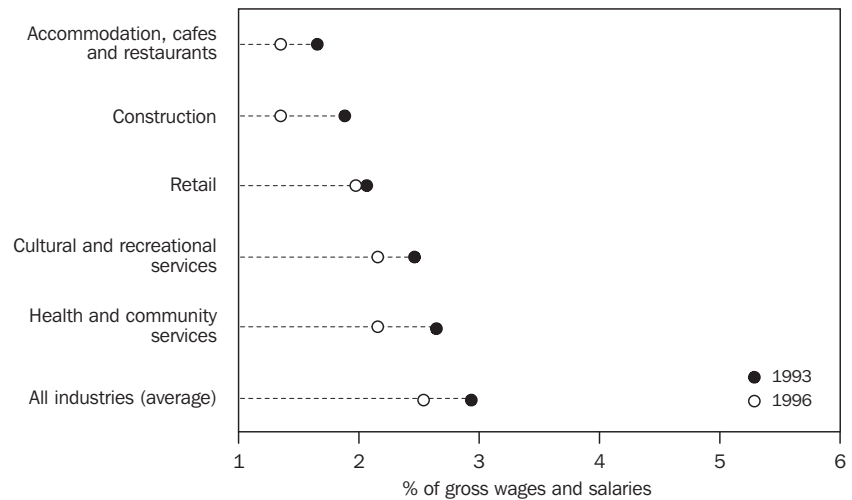


(a) Classified according to the Australian Standard Industrial Classification (ASIC).

(b) September quarter.

Source: Employer Training Expenditure, Australia (Cat. no. 6353.0).

## 9.10 INDUSTRIES(a) WITH LOWEST TRAINING EXPENDITURE IN 1996(b)



(a) Classified according to the Australian Standard Industrial Classification (ASIC).

(b) September quarter.

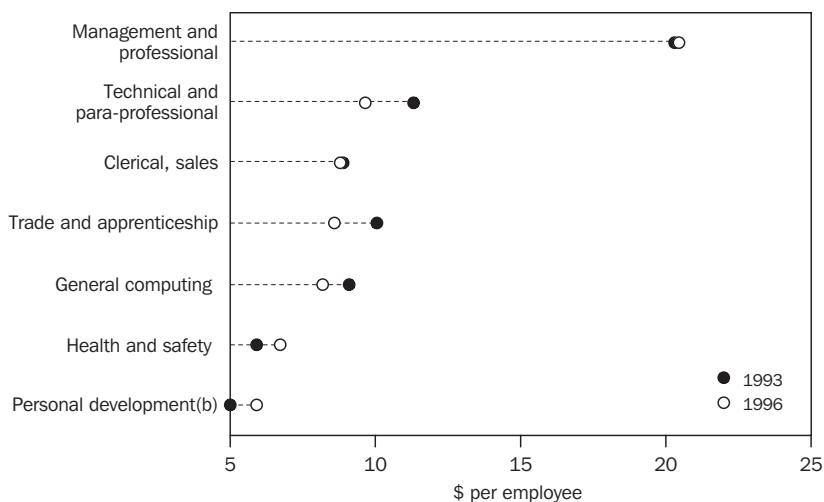
Source: Employer Training Expenditure, Australia (Cat. no. 6353.0).

## FIELDS OF TRAINING

Overall, there was a decline in the amount of wage and salary costs spent per employee on structured training. The fields in which the greatest decreases occurred (in wage and salary costs spent on training) were Plant and machinery (\$6 per employee was spent in 1993 and \$5 in 1996), Technical and para-professional (\$11 per employee was spent in 1993 and \$10 in 1996), Trade and apprenticeship (\$10 was spent per employee in 1993 and \$9 in 1996) and General computing (\$9 was spent per employee in 1993 and \$8 in 1996).

However, in 1996, there was an average of \$21 per employee spent on Management and professional training, a slight increase since 1993 when the corresponding figure was \$20 per employee.

### 9.11 AVERAGE COSTS FOR TIME RECEIVING TRAINING(a), JULY TO SEPTEMBER



(a) This table shows wage and salary costs only for time receiving training, and only those fields of training that had higher average expenditure per employee. It excludes costs of trainers, equipment, travel, accommodation and meals.

(b) Personal development was introduced as a new field of training in 1996.

Source: Employer Training Expenditure, Australia (Cat. no. 6353.0).

## TRAINING AND EDUCATION EXPERIENCE

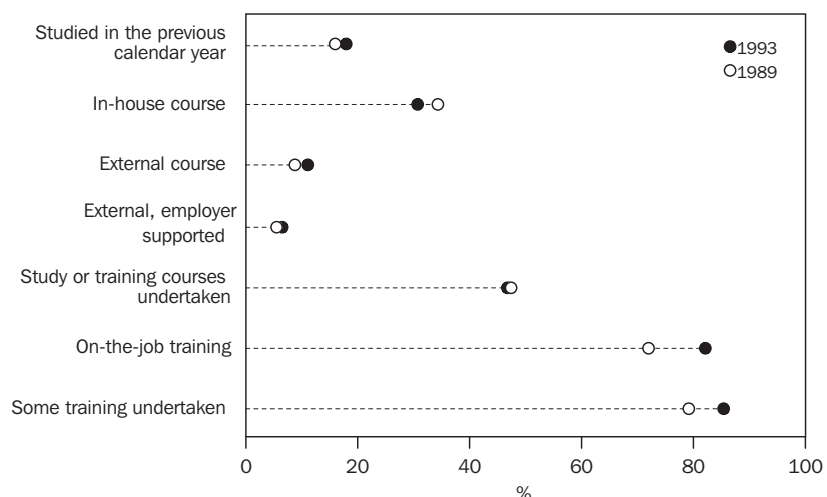
More employees received training in Australia in 1993 than in 1989, when the previous set of comparable statistics was produced. In the 12 months prior to the Survey of Training and Education, conducted in April and May 1993, an estimated 86% of those who had a wage or salary job in the last 12 months undertook some form of training, compared to 79% during a comparable 1989 period.

The largest component of this increase related to on-the-job training, which rose from 72% to 82%. The percentage receiving more formal training (i.e. undertaking study or training courses) was virtually unchanged from 1989 (47%, down from 48%). However, there was a small fall in in-house training courses (four percentage points decrease), and small rises in external training courses and study for an educational qualification (two percentage points increase for each).

Of the 7,078,700 persons who were wage or salary earners in the 12 months prior to the survey:

- A similar proportion of male and female wage or salary earners (46% and 48% respectively) stated that they had undertaken study or training courses;
- Those born in Australia or in the main English speaking countries undertook more study or training courses (49% and 46% respectively) than did those born in other countries (35%); and
- 56% of wage or salary earners with post-school qualifications reported undertaking study or training courses in the 12 month period, compared to 39% of those without post-school qualifications.

### 9.12 PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS



Source: *Training and Education Experience, Australia* (Cat. no. 6278.0).



## 9.13 PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS, 1993

	Study or training courses undertaken(a)							
	Studied in the previous calendar year	External training				On- the- job(a)	Some training under- taken(a)	Total
		In-house	Employer supported	Total(b)	Total			
	%	%	%	%	%	%	%	'000
<b>Age group (years)</b>								
15–19	56.6	13.5	1.5	5.7	63.3	92.3	96.3	479.0
20–24	34.8	26.7	4.5	9.4	54.4	89.9	93.7	1 124.8
25–34	17.0	33.2	8.5	13.0	46.8	85.3	88.6	2 001.3
35–44	11.6	37.8	9.4	14.5	47.6	82.2	86.0	1 764.8
45–54	8.1	33.0	7.8	12.2	40.8	74.1	78.9	1 231.9
55–64	2.0	23.2	5.2	7.7	26.9	56.3	61.6	476.9
<b>State of usual residence</b>								
New South Wales	19.8	30.6	7.8	12.1	47.2	81.3	85.0	2 402.6
Victoria	16.4	29.1	6.8	11.6	44.3	80.1	84.5	1 753.3
Queensland	19.1	32.6	5.8	10.3	47.0	84.1	87.7	1 244.6
South Australia	19.1	33.8	7.6	12.4	49.0	81.3	85.7	588.9
Western Australia	18.0	31.5	7.4	12.1	47.7	82.8	86.5	692.5
Tasmania	18.2	30.7	6.1	12.2	47.3	81.1	86.6	179.5
Northern Territory	11.6	34.5	7.1	10.0	43.0	82.9	85.9	72.7
Australian Capital Territory	24.8	44.3	15.9	19.7	63.4	90.1	92.6	144.6
<b>Birthplace</b>								
Born in Australia	20.0	32.5	7.7	12.5	49.1	83.2	87.3	5 311.5
Born outside Australia								
Main English speaking countries	15.0	33.1	7.6	12.3	46.3	80.2	84.4	854.8
Other countries	13.8	22.6	4.6	7.5	35.0	75.3	78.3	912.4
Total born outside Australia	14.4	27.7	6.0	9.8	40.5	77.6	81.2	1 767.2
<b>Level of educational attainment</b>								
With post-school qualifications	20.4	40.9	11.2	17.2	56.2	86.2	90.4	3 381.1
Without post-school qualifications	16.9	22.5	3.7	6.9	38.5	77.9	81.6	3 697.6
<b>Sex</b>								
Males	18.3	30.5	8.0	11.7	46.1	81.3	85.4	3 873.2
Females	19.0	32.2	6.4	12.0	48.0	82.4	86.2	3 205.5
<b>Total</b>	<b>18.6</b>	<b>31.3</b>	<b>7.3</b>	<b>11.8</b>	<b>47.0</b>	<b>81.8</b>	<b>85.8</b>	<b>7 078.7</b>

(a) Multi-response categories collected.

(b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working.

Source: Training and Education Experience, Australia (Cat. no. 6278.0).

A smaller proportion of older workers (aged 55 to 64), received training than did younger workers. Only 27% of these older workers undertook study or training courses, compared with 63% of those aged 15 to 19 and 54% of those aged 20 to 24.

As the size of the employer increased, so did the incidence of training. Some 36% of those working at locations with fewer than 10 employees undertook study or training courses compared to 55% of those working at locations with 100 or more employees. However, there was little difference in the percentage undertaking on-the-job training (79% and 83% respectively).

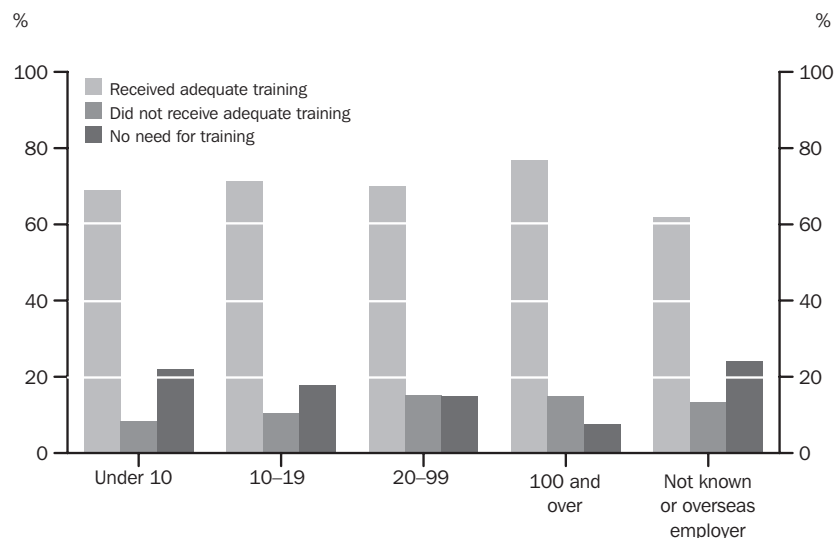
## TRAINING AND EDUCATION EXPERIENCE *continued*

Of the 2,214,200 persons who did an in-house training course and the 752,000 who did an external training course while they were employed:

- 40% did their main in-house course for retraining, while 46% did their main external course for retraining;
- Some 85% considered that skills gained from their main in-house course could be transferred to another employer, while 91% considered that skills gained from the main external course they attended while working, were transferable; and
- Around 84% believed that their main in-house course had resulted in improved job performance, while 81% believed that the main external course they attended while working resulted in improved job performance.

Overall, 14% of those still working with their employer did not consider that they had received adequate job training. However, 23% of those born in Australia but whose first language was not English did not consider that they had received adequate job training. Those working for smaller businesses considered that they had no need for training more often than did those working for larger businesses (22% of employees working for businesses with fewer than 10 employees compared with 8% of those working for businesses with 100 or more employees).

### 9.14 EMPLOYEES WORKING WITH THEIR MAIN PERIOD EMPLOYER(a), 1993



(a) Size of employer's business (number of employees).

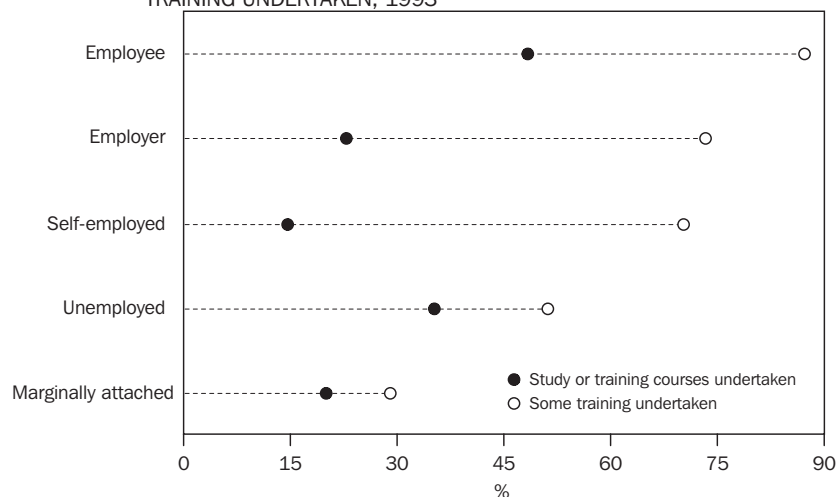
Source: Training and Education Experience, Australia (Cat. no. 6278.0).

TRAINING AND EDUCATION EXPERIENCE *continued*

Of the 9,241,900 persons who were employed, unemployed or marginally attached to the labour force at the time of the survey:

- Almost 50% of employees had undertaken study or training courses compared with 23% of employers and 15% of self-employed persons. A greater proportion of unemployed persons than marginally attached persons (i.e. those not actively looking for work but who would like to work) undertook study or training courses (36% compared with 21%).
- Some 1,513,600 (16%) had studied for an educational qualification in 1992. Of the 599,100 full-time students, 45% were enrolled at universities, with a further 24% enrolled at secondary schools. In contrast, some 61% of part-time students were enrolled at TAFE colleges, with a further 22% enrolled at universities.
- Some 29% of those who were employed at the time of the survey had attended training courses in work time. Of the one third who reported difficulties in attending these courses, finding time to attend them presented the greatest problem. Just over two-thirds gave either 'No time' or 'Scheduling work and training' as their main difficulty.
- For a third of the 5,385,000 employed persons who did not attend a training course in work time, the perception that there was 'No need or little difference to work prospects' was their main reason for not attending, although 22% gave 'No time' or 'Scheduling work and training'. A further 20% gave 'No courses available' as their main reason.

### 9.15 PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE: TRAINING UNDERTAKEN, 1993



Source: Training and Education Experience, Australia (Cat. no. 6278.0).

## LIST OF REFERENCES

ABS publications and standard data services

*Aspects of Literacy: Assessed Skill Levels, Australia, 1996*  
(Cat. no. 4228.0) — issued irregularly

*Employer Training Expenditure, Australia* (Cat. no. 6353.0) — issued  
irregularly

*Training and Education Experience, Australia* (Cat. no. 6278.0)  
— issued irregularly

*Transition from Education to Work* (Cat. no. 6227.0) — issued annually

## CHAPTER 10

## INTERNATIONAL COMPARISONS

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## INTRODUCTION

### Population data

Detailed information on the Australian population is provided in Chapter 1. This chapter briefly places the Australian population in an international context, before focusing on international labour data comparisons.

### Labour data

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO and the Organisation for Economic Co-operation and Development (OECD). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and conform more closely to ILO standards.

The tables in this chapter have been derived from data compiled by the ILO, the OECD, the United Nations, Population Reference Bureau, Inc. and from statistics published by each country. Where possible, data are presented for the period 1994 to 1996. Some of the figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which relevant and recent data are available.

### Literacy data

The Survey of Aspects of Literacy (SAL) was conducted by the ABS in May/June 1996, as part of the second round of the International Adult Literacy Survey (IALS). In this chapter, selected 1996 data for Australia derived from the SAL are compared with 1994 data for Canada and the United States of America derived from the IALS.

## POPULATION

Between 1994 and 1996 Australia's population increased by 2.5%. Other OECD countries to record increases of 1.0% or more over the two years were Canada (2.4%), the United States of America (1.9%), New Zealand (1.1%) and Sweden (1.0%).

## 10.1 ESTIMATED POPULATION, SELECTED COUNTRIES

	1994	1995	1996
	million	million	million
MALES			
Australia	8.88	8.99	9.10
United States of America	127.26	128.57	129.81
Japan	61.33	61.57	61.71
Germany	39.52	39.82	39.95
Italy	27.74	27.79	27.82
United Kingdom	28.59	28.73	28.84
France	28.14	28.25	28.37
Canada	14.49	14.68	14.85
Sweden	4.32	4.36	4.37
New Zealand	1.77	1.80	1.78
FEMALES			
Australia	8.95	9.06	9.18
United States of America	133.11	134.32	135.47
Japan	63.70	64.00	64.24
Germany	41.82	41.99	42.06
Italy	29.40	29.48	29.51
United Kingdom	29.80	29.88	29.94
France	29.64	29.77	29.89
Canada	14.76	14.94	15.12
Sweden	4.42	4.46	4.47
New Zealand	1.81	1.85	1.84
PERSONS			
Australia	17.84	18.05	18.29
United States of America	260.37	262.89	265.28
Japan	125.03	125.57	125.95
Germany	81.34	81.82	82.01
Italy	57.14	57.27	57.33
United Kingdom	58.40	58.61	58.78
France	57.78	58.02	58.27
Canada	29.25	29.62	29.96
Sweden	8.75	8.82	8.84
New Zealand	3.58	3.64	3.72

Source: United Nations, *Monthly Bulletin of Statistics*, November 1996; Population Reference Bureau, Inc., 1996 *World Population Data Sheet*; Australian Demographic Statistics (Cat no. 3101.0); U.S. Bureau of the Census, <http://www.census.gov/population/estimates/nation/intfile2-1.txt>; US Bureau of the Census Population Division, *United States Population Estimates, by Age, Sex, Race and Hispanic Origin, 1990 to 1996*; Eurostat, *Demographic Statistics, 1996*; Office for National Statistics, *Annual Abstract of Statistics, 1997 edition*; INSEE, *Annuaire Statistique de la France, edition 1996 & 1997*; Statistics Canada, *Annual Demographic Statistics, 1996*; Statistics Sweden, <http://www.scb.se/scbeng/swfig/swfigzen.html>; Statistics New Zealand, *Key Statistics, April 1996 & May 1997*; Statistics New Zealand; Istituto Nazionale di Statistica, *Annuario Statistico Italiano, 1996*.

## CIVILIAN LABOUR FORCE

The Australian labour force increased by 4.2% between 1994 and 1996, compared to a 5.8% increase in New Zealand, the latter increase being the largest recorded among the selected OECD countries. Other countries that experienced an increase greater than 2.0% were the United States of America (2.2%) and Canada (2.1%). The labour forces of Germany and the United Kingdom declined, recording decreases of 0.8% and 0.5% respectively between 1994 and 1996.

The number of males in the New Zealand labour force increased by 4.7% between 1994 and 1996. The only other country to record an increase of more than 2.0% was Australia (3.3%). The male labour force in the United Kingdom recorded the largest decrease (1.6%). Germany and Italy also recorded decreases (both 0.5%).

The number of females in the New Zealand labour force increased by 7.4% between 1994 and 1996. Other countries to record an increase of more than 2.0% were Australia (5.5%), Italy (2.9%), Canada (2.8%) and the United States of America (2.7%). The female labour force in Germany recorded the largest decrease (1.3%).

Between 1986 and 1996 the civilian labour force in Australia increased by 21.2%, which was the largest increase for the selected countries. The smallest increase was in the United Kingdom (1.0%).



## 10.2 CIVILIAN LABOUR FORCE, SELECTED COUNTRIES

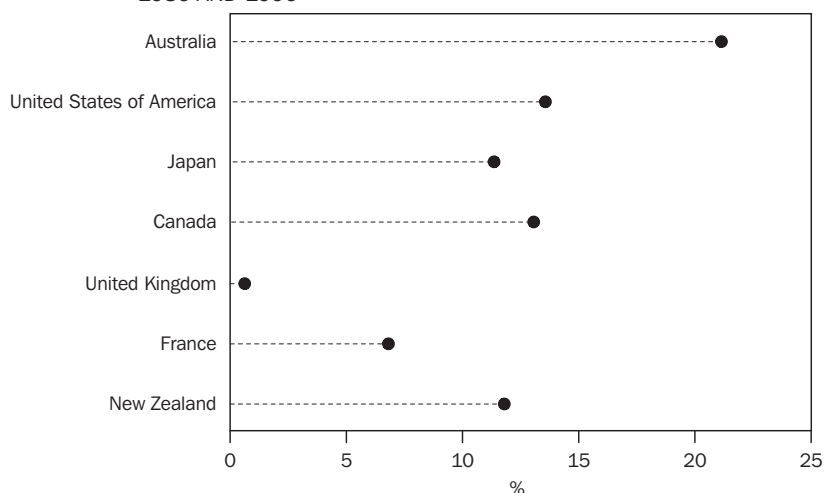
	1994	1995	1996
	'000	'000	'000
MALES			
Australia	5 032	5 135	5 198
United States of America	70 817	71 360	72 087
Japan(a)	39 510	39 658	39 921
Germany	22 407	22 297	22 304
Italy	14 305	14 240	14 235
United Kingdom(b)	15 616	15 535	15 360
France	13 736	13 769	13 888
Canada	8 174	8 198	8 301
Sweden(a)	2 218	2 251	2 249
New Zealand(a)	951	973	996
FEMALES			
Australia	3 709	3 857	3 912
United States of America	60 239	60 944	61 857
Japan(a)	26 940	27 005	27 188
Germany	16 800	16 693	16 587
Italy	8 373	8 491	8 615
United Kingdom(b)	12 265	12 299	12 387
France	11 077	11 104	11 199
Canada	6 658	6 730	6 844
Sweden(a)	2 049	2 069	2 061
New Zealand(a)	746	769	801
PERSONS			
Australia	8 740	8 992	9 109
United States of America	131 056	132 304	133 943
Japan(a)	66 450	66 664	67 108
Germany	39 207	38 990	38 891
Italy	22 678	22 731	22 850
United Kingdom(b)	27 881	27 834	27 748
France	24 813	24 873	25 087
Canada	14 832	14 928	15 145
Sweden(a)	4 266	4 320	4 311
New Zealand(a)	1 698	1 742	1 797

(a) Total labour force.

(b) Seasonally adjusted.

Source: OECD, Quarterly Labour Force Statistics, 1997; Office for National Statistics, Annual Abstract of Statistics, 1997 edition.

# 10.3 CIVILIAN LABOUR FORCE, PERCENTAGE CHANGE BETWEEN 1986 AND 1996



Source: OECD, *Labour Force Statistics, 1974–1994*; OECD, *Quarterly Labour Force Statistics, 1997*; Office for National Statistics, *Annual Abstract of Statistics, 1997* edition.

## PARTICIPATION RATE

The participation rates for persons in Australia, the United States of America, Japan, Italy, France and New Zealand rose over the years 1994 to 1996. The participation rate in Germany fell by one percentage point over the same period. The United States of America recorded the highest participation rate in 1996 (79.3%) and Italy recorded the lowest rate (58.5%). Japan recorded the highest participation rate for males in 1996 (91.6%) while Sweden recorded the highest rate for females (76.3%). In Italy, the rate for males declined over the three years while the rate for females rose over the same period.

## 10.4 CIVILIAN LABOUR FORCE, PARTICIPATION RATES(a)

	1994	1995	1996
	%	%	%
MALES			
Australia	84.1	84.7	84.8
United States of America	87.0	87.0	87.0
Japan(b)	90.6	90.9	91.6
Germany(b)	80.9	80.1	79.9
Italy	74.3	73.5	73.5
United Kingdom	86.7	86.3	86.1
France(b)	74.5	74.4	75.0
Canada	83.7	83.0	83.1
Sweden	81.4	82.1	81.6
New Zealand	84.6	85.3	85.8
FEMALES			
Australia	62.4	64.3	64.4
United States of America	71.4	71.6	72.0
Japan(b)	62.1	62.3	62.8
Germany(b)	61.5	61.0	60.4
Italy	42.7	42.9	43.7
United Kingdom	68.0	67.9	68.4
France(b)	59.6	60.1	60.7
Canada	68.5	68.4	68.7
Sweden	76.4	76.9	76.3
New Zealand	65.3	66.3	68.0
PERSONS			
Australia	73.3	74.5	74.7
United States of America	79.0	79.2	79.3
Japan(b)	76.4	76.6	77.3
Germany(b)	71.3	70.7	70.3
Italy	58.3	58.1	58.5
United Kingdom	77.4	77.2	77.3
France(b)	67.0	67.2	67.8
Canada	76.1	75.7	75.9
Sweden	79.0	79.5	79.0
New Zealand	74.9	75.7	76.9

(a) Defined as the total (civilian) labour force for all ages divided by the total population of 15–64 year olds.

(b) Includes armed forces.

Source: OECD, Labour Force Statistics, 1974–1994; OECD unpublished data.

### CIVILIAN EMPLOYMENT

The largest percentage increase in civilian employment in selected OECD countries between 1994 and 1996 was in New Zealand (8.2%). Other countries to record increases of more than 2.0% were Australia (5.6%), the United States of America (3.0%) and Canada (2.9%). Germany was the only country to record a decrease in employment (1.5%).

The largest increase in male civilian employment was also in New Zealand (7.5%). Other countries to record increases of 2.0% or more were Australia (4.8%), the United States of America and Canada (both 2.6%), and Sweden (2.0%). Germany recorded the largest decrease in male civilian employment (1.5%), followed by Italy (0.8%).

## CIVILIAN EMPLOYMENT *continued*

To complete the pattern of large labour force and employment increases in New Zealand, the largest female civilian employment increase was in New Zealand (9.1%). Other countries to record increases of more than 2.0% were Australia (6.7%), the United States of America (3.3%), Canada (3.2%) and Italy (2.0%). Germany recorded the largest decrease in female civilian employment (1.5%), followed by Sweden (0.2%).

## 10.5 CIVILIAN EMPLOYMENT, SELECTED COUNTRIES(a)

	1994			1995			1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Australia	4 524	3 362	7 886	4 680	3 538	8 217	4 740	3 588	8 329
United States of America	66 450	56 610	123 060	67 377	57 523	124 900	68 207	58 501	126 708
Japan	38 390	26 140	64 530	38 430	26 135	64 566	38 583	26 273	64 859
Germany	20 763	15 129	35 892	20 703	15 077	35 780	20 460	14 900	35 360
Italy	12 970	7 030	20 000	12 884	7 055	19 939	12 862	7 174	20 036
United Kingdom(b)	13 593	11 645	25 238	13 772	11 750	25 521	13 729	11 868	25 598
France	12 247	9 501	21 710	12 378	9 603	21 942	12 368	9 595	21 925
Canada	7 290	6 002	13 291	7 397	6 109	13 506	7 479	6 197	13 676
Sweden	2 016	1 911	3 927	2 061	1 927	3 988	2 057	1 907	3 964
New Zealand	870	689	1 560	913	720	1 632	935	752	1 688

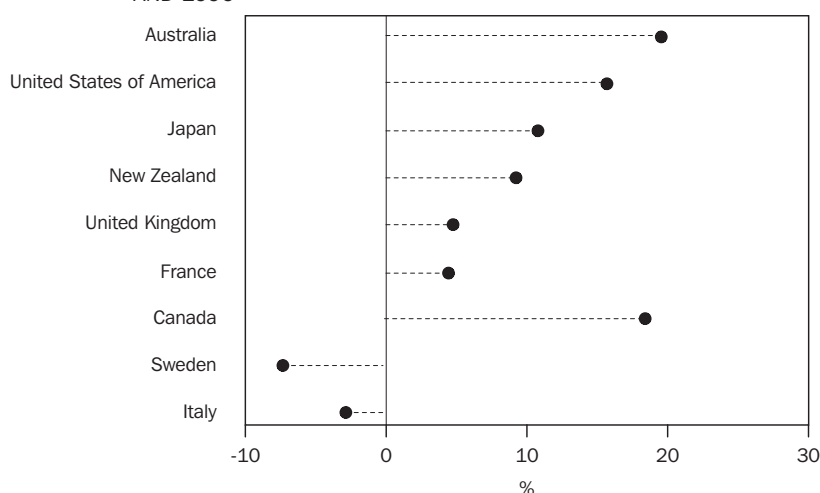
(a) Annual averages.

(b) Seasonally adjusted.

Source: OECD, *Quarterly Labour Force Statistics, 1997*; Office for National Statistics, *Annual Abstract of Statistics, 1997 edition*.

Between 1986 and 1996, civilian employment in Australia increased by 19.4%, which was the largest increase for the selected countries. Canada's increased by 18.6%, however, Sweden and Italy experienced decreases in civilian employment over the period (7.1% and 2.8% respectively).

## 10.6 CIVILIAN EMPLOYMENT, PERCENTAGE CHANGE BETWEEN 1986 AND 1996



Source: OECD, *Labour Force Statistics, 1974-1994*; OECD, *Quarterly Labour Force Statistics, 1997*; Office for National Statistics, *Annual Abstract of Statistics, 1997 edition*.

CIVILIAN EMPLOYMENT *continued*

Japan's employment/population ratio of 51.5% was the highest among the selected countries in 1996. The United States of America at 47.8% and New Zealand (46.6%) also recorded high ratios. Italy and France (34.9% and 37.6% respectively) recorded the lowest employment/population ratios in 1996. The employment/population ratios in Germany, Japan and Italy decreased over the period from 1994 to 1996.

Japan also recorded the highest male employment/population ratio in 1996 (62.5%). The United States of America and New Zealand also recorded high ratios (52.5%). France recorded the lowest male employment/population ratio in 1996 (43.6%). The male employment/population ratio in Italy decreased from 1994 to 1996.

The United States of America (43.2%) recorded the highest female employment/population ratio in 1996. Sweden (42.7%), Canada (41.0%) and New Zealand and Japan (both 40.9%) also recorded high ratios. Italy recorded the lowest female employment/population ratio in 1996 (24.3%).

## 10.7 CIVILIAN EMPLOYMENT/POPULATION RATIOS, SELECTED COUNTRIES(a)

	1994			1995			1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	%	%	%	%	%	%	%	%	%
Australia	50.9	37.6	44.2	52.1	39.1	45.5	52.1	39.1	45.5
United States of America	52.2	42.5	47.3	52.4	42.8	47.5	52.5	43.2	47.8
Japan	62.6	41.0	51.6	62.4	40.8	51.4	62.5	40.9	51.5
Germany	52.5	36.2	44.1	52.0	35.9	43.7	51.2	35.4	43.1
Italy(b)	46.8	23.9	35.0	46.4	23.9	34.8	46.2	24.3	34.9
United Kingdom	48.3	39.1	43.2	47.9	39.3	43.5	47.6	39.6	43.5
France	43.5	32.1	37.6	43.8	32.3	37.8	43.6	32.1	37.6
Canada	50.3	40.7	45.4	50.4	40.9	45.6	50.4	41.0	45.6
Sweden	46.7	43.2	44.9	47.3	43.2	45.2	47.1	42.7	44.8
New Zealand	49.2	38.1	43.6	50.7	38.9	44.8	52.5	40.9	46.6

(a) Figures calculated from data in tables 10.1 and 10.5.

(b) For population aged 14 and over.

Source: United Nations, *Monthly Bulletin of Statistics*, November 1996; Population Reference Bureau, Inc., *1996 World Population Data Sheet*; Australian Demographic Statistics, December 1996 (Cat. no. 3101.0); Statistics Bureau, *Monthly Statistics of Japan*, March 1997; Statistisches Bundesamt — VIII B — 173; Eurostat, *Demographic Statistics 1996*; Office for National Statistics, *Annual Abstract of Statistics*, 1997 edition; INSEE, *Annuaire Statistique de la France*, édition 1996 & 1997; Statistics Canada, *Annual Demographic Statistics*, 1996; Statistics Sweden, <http://www.scb.se/scbeng/swfig/swfigzen.html>; Statistics New Zealand, *Key Statistics*, April 1996; OECD, *Quarterly Labour Force Statistics*, 1997.

In the agriculture sector, all countries except Australia, Germany and Canada showed a decline in the proportion of civilian employment classified to this sector between 1994 and 1996. Australia, Germany and Canada recorded little change over the period.

In the industry sector there was a mixed pattern over 1994, 1995 and 1996. Australia, Japan, Italy, France and the United Kingdom showed a steady decline in the proportion of civilian employment classified to this sector, while Sweden showed an increase over the three years.

# CIVILIAN EMPLOYMENT *continued*

In Germany the industry sector remained constant over the three years at 37.5%.

In the services sector over the years 1994, 1995 and 1996, most countries showed an increase in the proportion of civilian employment classified to this sector. Only Sweden showed a decrease over the three years. In Germany the services sector remained constant over the three years at 59.1%.

## 10.8 CIVILIAN EMPLOYMENT, ECONOMIC SECTOR(a), SELECTED COUNTRIES

	<i>Agriculture(b)</i>			<i>Industry(c)</i>			<i>Services(d)</i>		
	1994	1995	1996	1994	1995	1996	1994	1995	1996
	%	%	%	%	%	%	%	%	%
Australia	5.1	5.0	5.1	23.6	22.9	22.6	71.3	72.1	72.3
United States of America	2.9	2.9	2.8	24.0	24.0	23.9	73.1	73.1	73.3
Japan	5.8	5.7	5.5	34.0	33.6	33.3	60.2	60.7	61.2
Germany	3.3	3.3	3.3	37.5	37.5	37.5	59.1	59.1	59.1
Italy	7.9	7.5	7.0	32.4	32.3	32.1	59.7	60.3	60.9
United Kingdom	1.4	1.2	1.3	23.3	23.2	22.8	75.3	75.6	76.0
France	4.9	4.7	4.6	26.7	26.4	25.9	68.4	68.9	69.5
Canada	4.1	4.1	4.1	22.6	22.9	22.8	73.3	72.9	73.1
Sweden	3.4	3.1	2.9	25.0	25.9	26.1	71.5	71.0	70.9
New Zealand	10.4	9.7	9.5	25.0	25.1	24.6	64.6	65.3	65.9

(a) Classified according to the International Standard Industrial Classification (ISIC).

(b) Agriculture, forestry, fishing and hunting.

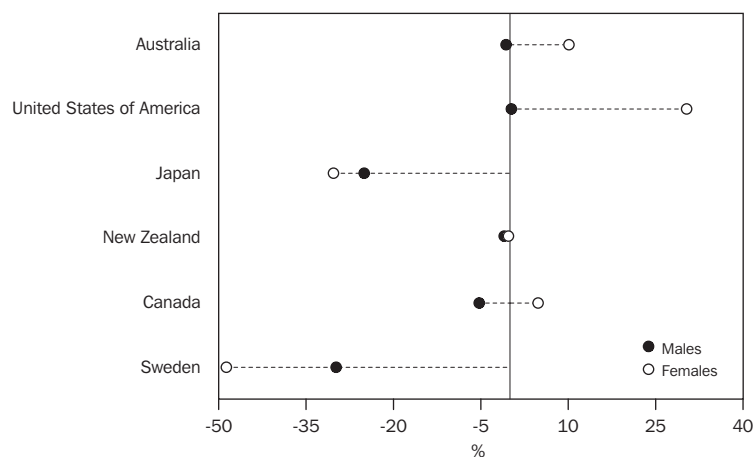
(c) Mining and quarrying; Manufacturing; Electricity, gas and water; Construction.

(d) Transportation; Communication; Public utilities; Trade; Finance; Public administration; Private household services; and Miscellaneous services.

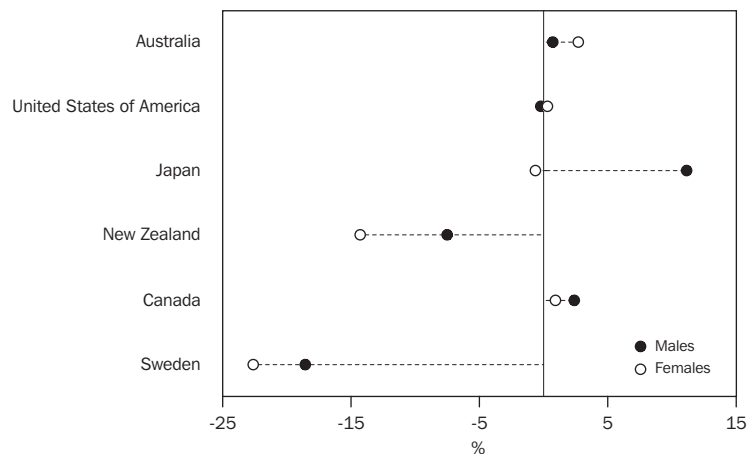
Source: OECD, *Quarterly Labour Force Statistics, 1997*; Office for National Statistics, *Annual Abstract of Statistics, 1997* edition.

# 10.9 EMPLOYMENT(a) IN ECONOMIC SECTORS(b), PERCENTAGE CHANGE BETWEEN 1986 AND 1996

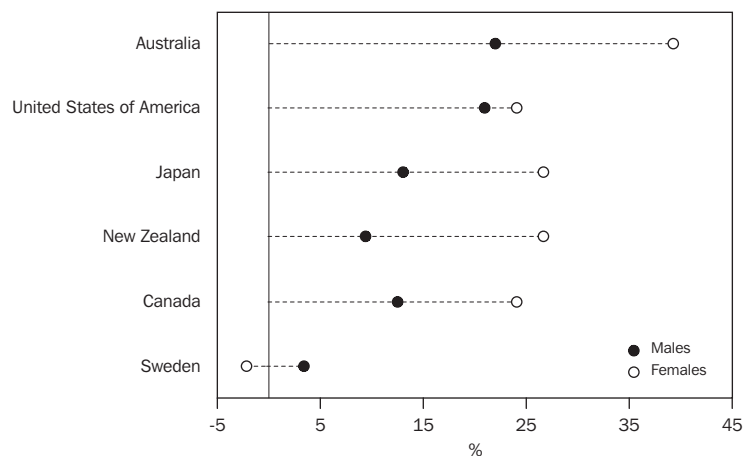
## Agriculture



## Industry



## Services



(a) Civilian employment.

(b) Classified according to the International Standard Industrial Classification (ISIC).

Source: OECD, *Labour Force Statistics, 1974–1994*; OECD, *Quarterly Labour Force Statistics, 1997*; Statistics New Zealand.

# CIVILIAN EMPLOYMENT *continued*

In 1996, Production and related workers, transport equipment operators and labourers was the occupation group in which most people were employed in the selected countries. Australia and Japan had the highest proportion of their workers in this category — 33.4% and 34.6% respectively.

In all countries except Japan, the occupation group in which the least number of persons was employed was Agriculture, animal husbandry and forestry workers, fishermen and hunters. As a proportion of all employed persons, workers in this occupation category ranged from 2.5% in the United States of America to 9.1% in New Zealand.

Of the selected countries, Australia had the highest proportion of its employed persons in Professional, technical and related workers occupations (27.4%), followed by New Zealand (24.6%). In comparison, the United States of America had 18.4% and Japan had 12.4%.

## 10.10 CIVILIAN EMPLOYMENT, OCCUPATION, SELECTED COUNTRIES, 1996

	Australia	United States of America	Japan	Canada	New Zealand
Occupation	%	%	%	%	%
Professional, technical and related workers	27.4	18.4	12.4	19.2	24.6
Administrative and managerial workers	7.5	14.0	3.7	14.0	11.6
Clerical and related workers	} {	14.5	19.5	14.0	13.9
Sales workers	} 31.8{	12.2	14.4	10.3	} 14.4{
Service workers	} {	13.4	9.5	13.7	} {
Agriculture, animal husbandry and forestry workers, fishermen and hunters	(a)na	2.5	5.5	4.2	9.1
Production and related workers, transport equipment operators and labourers	33.4	25.0	34.6	24.5	26.3
Not elsewhere classified	..	..	0.4	..	0.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) In Australia, most of these occupations are included in the occupational category: 'Production and related workers, transport equipment operators and labourers'.

Source: ILO, *Year Book of Labour Statistics*, 1996; *Labour Force Survey, Australia*, ABS unpublished data.



## UNEMPLOYMENT

The unemployment rate in Australia, the United States of America and New Zealand decreased over the years 1994, 1995 and 1996. The unemployment rate in Japan increased over the three years, but at 3.4% was the lowest rate for all selected countries in 1996. In 1996 France had the highest unemployment rate (12.4%), followed by Italy (12.0%) and Canada (9.7%).

The largest decrease in the unemployment rates of the selected countries occurred in New Zealand between 1994 and 1995 (1.8 percentage points). Over the same years Australia also recorded a large decrease (1.0 percentage point).

The largest increase in the unemployment rate over one year occurred in France and Germany between 1995 and 1996 (both 0.9 of a percentage point). The second largest increase occurred in Italy between 1994 and 1995 (0.6 of a percentage point).

In Sweden, Canada, and Australia the unemployment rate for females remained lower than the rate for males over the three years. In 1996 Canada had the highest unemployment rate for males (9.8%), followed by Italy (9.3%). Italy registered the highest unemployment rate for females (16.7%), followed by Germany (10.2%) and Canada (9.4%).

## 10.11 STANDARDISED UNEMPLOYMENT RATES(a)

	1994			1995			1996		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	%	%	%	%	%	%	%	%	%
Australia	10.0	9.4	9.7	8.8	8.3	8.6	8.7	8.3	8.5
United States of America	6.1	6.0	6.0	5.5	5.6	5.5	5.3	5.4	5.4
Japan	2.8	3.0	2.9	3.1	3.2	3.1	3.3	3.4	3.4
Germany	7.2	9.9	8.4	7.0	9.7	8.1	8.1	10.2	9.0
Italy	9.0	15.9	11.5	9.3	16.9	12.1	9.3	16.7	12.0
United Kingdom	11.0	7.2	9.3	10.0	6.8	8.6	n.a.	n.a.	n.a.
France	10.7	14.8	12.3	n.a.	n.a.	11.5	n.a.	n.a.	12.4
Canada	10.7	9.8	10.3	9.7	9.2	9.5	9.8	9.4	9.7
Sweden	9.1	6.7	8.0	8.4	6.9	7.7	8.5	7.5	8.0
New Zealand	8.4	7.8	8.1	6.2	6.4	6.3	6.1	6.1	6.1

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used.

Source: OECD, *Quarterly Labour Force Statistics*, 1997.

In all selected countries, the unemployment rates for persons aged under 25 were markedly higher than the rates for persons aged 25 and over. During the years 1994 to 1996, Japan had the lowest unemployment rate for persons aged under 25. However, over the period, the rate increased in that country from 5.5% to 6.7%. By contrast, New Zealand experienced a large decrease, from 15.1% in 1994 to 11.7% in 1996.

## 10.12 UNEMPLOYMENT RATES(a), AGE, SELECTED COUNTRIES

	<i>Persons aged under 25 years</i>			<i>Persons aged 25 years and over</i>		
	1994	1995	1996	1994	1995	1996
	%	%	%	%	%	%
Australia	16.2	14.4	15.7	7.3	6.5	6.7
United States of America	12.5	12.1	12.0	4.8	4.3	4.2
Japan	5.5	6.1	6.7	2.5	2.7	2.9
Germany	8.3	n.a.	8.0	8.4	n.a.	9.1
Italy	32.4	32.0	n.a.	7.8	8.6	n.a.
United Kingdom	16.2	15.3	n.a.	8.4	7.4	n.a.
France	27.5	25.9	26.3	10.8	10.1	10.7
Canada	16.5	15.6	16.1	9.2	8.3	8.5
New Zealand	15.1	11.9	11.7	6.3	4.8	4.7

(a) Calculated from unemployment by age group and labour force by age group.

Source: *The Labour Force, Australia* (Cat. no. 6203.0); *OECD, Labour Force Statistics, 1974–1994*; *OECD unpublished data*.

## LITERACY

The SAL was conducted by the ABS in 1996, as part of the IALS. The task pool used in the IALS was large, and the materials used were selected from everyday tasks judged to be culturally relevant and appropriate across countries. Any modifications which were made to 'standard' tasks were subject to checks to ensure that the important properties of the task which impact on completion (such as layout, design, font size) were identical for all countries.

For a description of the three types of literacy assessed by the SAL (prose, document and quantitative), and the competencies associated with the five skill levels, please refer to Chapter 9 — Education and Training — Literacy.

The results of the SAL for Australia are compared with the results of the IALS for Canada and the United States of America in the following text and table. These two countries were selected for comparison because of their large populations and cultural similarities with Australia. Of other countries involved on the IALS, Sweden had notably lower proportions at Levels 1 and 2 than any other country across all three scales (25% to 28%, depending on the scale), and Poland showed considerably higher proportions at these levels compared to other countries (69% to 77% depending on the scale).

LITERACY *continued*

## Literacy levels across countries

Of the three countries, the United States of America had the largest proportion at Level 1 (very poor skills) across all three literacy scales (21% on prose, 24% on document and 21% on the quantitative scale). Australia had the smallest proportion at Level 4/5 (good to very good skills) compared to the other countries on each scale. Between 64% and 66% of Australians were at Levels 2 and 3, depending on the scale. These results suggest that Australians' skills tended more towards the middle of the continuum when compared to the other two countries'; and less into the extremes.

## Literacy skills and labour force status

Across all three literacy scales, the United States of America showed the largest proportions of employed people at Level 1. Larger proportions of unemployed people in the United States were at Level 1 on the document (36%) and quantitative (37%) scales compared with their counterparts in other countries — for example, 30% of Australia's unemployed were at Level 1 on the document scale, and 31% were at this level on the quantitative scale. On the prose scale, comparatively similar proportions of unemployed people were at Level 1 in all three countries — 30% in Australia, 33% in Canada and 32% in the United States of America.

# 10.13 LITERACY SKILL LEVEL, LABOUR FORCE STATUS, SELECTED COUNTRIES(a)

	Level 1	Level 2	Level 3	Level 4/5	Total
	%	%	%	%	%
PROSE SCALE					
Australia					
Employed	11.8	26.3	39.9	22.1	100.0
Unemployed	30.0	27.1	32.1	10.8	100.0
Student	15.2	27.6	32.2	25.1	100.0
Other not in the labour force	32.9	30.3	28.3	8.5	100.0
<b>All persons</b>	<b>17.0</b>	<b>27.1</b>	<b>36.9</b>	<b>18.9</b>	<b>100.0</b>
Canada					
Employed	11.5	24.7	37.5	26.4	100.0
Unemployed	32.6	23.2	35.7	8.6	100.0
Student	11.5	22.7	39.7	26.1	100.0
Other not in the labour force	29.0	31.0	25.2	14.8	100.0
<b>All persons</b>	<b>16.6</b>	<b>25.6</b>	<b>35.1</b>	<b>22.7</b>	<b>100.0</b>
United States of America					
Employed	15.0	26.2	34.0	24.7	100.0
Unemployed	31.5	26.8	32.2	9.6	100.0
Student(b)	27.1	25.0	34.4	13.5	100.0
Other not in the labour force	32.2	25.9	28.5	13.5	100.0
<b>All persons</b>	<b>20.7</b>	<b>25.9</b>	<b>32.4</b>	<b>21.1</b>	<b>100.0</b>
DOCUMENT SCALE					
Australia					
Employed	11.0	26.4	41.9	20.7	100.0
Unemployed	29.8	31.2	28.1	10.8	100.0
Student	14.3	22.3	38.1	25.3	100.0
Other not in the labour force	35.8	33.0	25.2	6.0	100.0
<b>All persons</b>	<b>17.0</b>	<b>27.8</b>	<b>37.7</b>	<b>17.4</b>	<b>100.0</b>
Canada					
Employed	11.9	24.0	34.5	29.6	100.0
Unemployed	30.4	29.4	23.1	17.1	100.0
Student	8.1	26.0	31.9	33.9	100.0
Other not in the labour force	38.0	24.8	27.5	9.7	100.0
<b>All persons</b>	<b>18.2</b>	<b>24.7</b>	<b>32.1</b>	<b>25.1</b>	<b>100.0</b>
United States of America					
Employed	17.8	25.5	34.0	22.7	100.0
Unemployed	35.7	26.5	24.6	13.1	100.0
Student(b)	23.8	25.7	33.7	16.8	100.0
Other not in the labour force	37.3	29.8	25.2	7.6	100.0
<b>All persons</b>	<b>23.7</b>	<b>25.9</b>	<b>31.4</b>	<b>19.0</b>	<b>100.0</b>

(a) For the purpose of international comparability, only persons aged 16–65 are included in this table, although the SAL collected data from persons aged 15–74. The United States of America and Canada participated in the IALS in 1994. Australia took part in 1996.

(b) 'The proficiency of United States' post secondary students has been underestimated due to a sampling anomaly', OECD, 1995. ...continued

## 10.13

LITERACY SKILL LEVEL, LABOUR FORCE STATUS, SELECTED COUNTRIES(a) — *continued*

	Level 1	Level 2	Level 3	Level 4/5	Total
	%	%	%	%	%
QUANTITATIVE SCALE					
Australia					
Employed	10.7	25.1	41.3	22.9	100.0
Unemployed	30.7	27.8	29.5	12.0	100.0
Student	17.0	22.9	42.0	18.1	100.0
Other not in the labour force	35.0	31.9	25.9	7.2	100.0
<b>All persons</b>	<b>16.8</b>	<b>26.5</b>	<b>37.7</b>	<b>19.1</b>	<b>100.0</b>
Canada					
Employed	11.4	25.0	36.0	27.6	100.0
Unemployed	32.9	30.6	27.2	9.3	100.0
Student	7.5	26.6	45.3	20.6	100.0
Other not in the labour force	32.5	27.3	29.5	10.7	100.0
<b>All persons</b>	<b>16.9</b>	<b>26.1</b>	<b>34.8</b>	<b>22.2</b>	<b>100.0</b>
United States of America					
Employed	15.9	24.5	32.5	27.1	100.0
Unemployed	37.2	23.7	26.7	12.4	100.0
Student (b)	25.5	27.3	36.6	10.6	100.0
Other not in the labour force	30.5	28.8	28.9	11.8	100.0
<b>All persons</b>	<b>21.0</b>	<b>25.3</b>	<b>31.3</b>	<b>22.5</b>	<b>100.0</b>

(a) For the purpose of international comparability, only persons aged 16–65 are included in this table, although the SAL collected data from persons aged 15–74. The United States of America and Canada participated in the IALS in 1994. Australia took part in 1996.

(b) 'The proficiency of United States' post secondary students has been underestimated due to a sampling anomaly', OECD, 1995.

Source: *Survey of Aspects of Literacy, 1996* (Cat. no. 4228.0); OECD, *Literacy, Economy and Society*.

## Industry

Across all three countries, large proportions of Manufacturing workers were at Level 1 for each type of literacy. In Australia 21% of people aged 16–65 in the Manufacturing industry had prose skills at this level, as did 22% in the United States and 25% in Canada. On the document scale, 19% of Australians in Manufacturing were at Level 1, as were 22% and 25% of their counterparts in Canada and the United States respectively. Approximately 18% of Australians in this industry were at Level 1 on the quantitative scale, along with 20% in both Canada and the United States.

In Canada, high proportions of Construction and Transport workers (ISIC categories combined in OECD, 1995) were also at Level 1 on the prose (22%), document (20%) and quantitative scales (22%). In Australia, 10% to 15% of people in these industries were at Level 1, depending on the scale.

In the United States of America, large proportions of Agriculture and Mining workers were at Level 1 on each scale (21% for prose, 22% for document, and 20% for the quantitative scale). Approximately 15% of Australian workers in these industry groups were at Level 1, on all three scales.

## LITERACY *continued*

### Industry *continued*

People working in the Financial services industry also showed larger proportions at Level 1 on each scale in the United States, compared with the other two countries (ranging from 11% to 13% depending on the scale). In Australia, the proportions at Level 1 in this industry category were between 5% and 6% depending on the scale.

### Occupation

In Australia, Machine operators and Assemblers had the largest proportion at Level 1 on the prose and document scales (28% and 24% respectively). Agriculture and Elementary occupations also generally had high proportions at Level 1 (21% for prose, 22% for the document and quantitative scales). The proportion on the quantitative scale was equal largest with Machine operators and Assemblers.

While these categories were also among the occupations which had the largest proportions at Level 1 in Canada and the United States of America, another occupation also stood out as having large proportions at Level 1 in these countries — Crafts workers. In Canada, 22% to 30% of Crafts workers were at this level (depending on the scale), and in the United States, 29% to 30% were at this level. In Australia, only 15% to 18% of this group were at Level 1.

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